Proceedings

Third Convention

Sacramento, August 15-19, 1960

CALIFORNIA LABOR FEDERATION, AFL-CIO

Thos. L. Pitts, Secretary-Treasurer

810 DAVID HEWES BUILDING

995 MARKET STREET, SAN FRANCISCO

151

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

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PROCEEDINGS

of the Third Convention

FIRST DAY

Monday, August 15, 1960

MORNING SESSION

Opening Ceremonies

The third convention of the California Labor Federation, AFL-CIO, was called to order at 10:08 a.m. at the Memorial Auditorium, Sacramento, California, by Lilas Jones, president of the Sacramento Central Labor Council.

While awaiting the call to order, the delegates were entertained by Tommy Blake of Musicians No. 12 at the organ.

The McClellan Air Force Base Color Guard presented the flag, followed by community singing of "The Star Spangled Banner," led by Thomas P. Kenny, president of Musicians No. 12. Then Robert Stefan, Jr. of Boy Scouts Troop No. 306 led the delegates in a recital of the Pledge of Allegiance to the Flag.

Invocation

The Very Reverend Monsignor Cornelius P. Higgins, Chancellor of the Diocese, was presented to the convention by Chairman Jones and delivered the following invocation:

"Direct, Oh Lord, all our actions by Thy inspirations and assist our deliberations with Thy gracious help so that our convention, having begun with Thee may by Thee be brought to a happy and successful conclusion.

"Bless the proceedings of this convention of the California Labor Federation. Inspire the delegates so that all their efforts may be directed towards improving the condition of the working class in active and fruitful cooperation with employers and in the spirit of mutual respect and awareness of the rights and duties of each. And may the projects of this convention be undertaken to improve the workers' lot, not by fanning the fires of their discontent, but by helping them solve their problems in the light of Thy truth. Which means determination, freedom, respect for the dignity of man, and at the same time loyalty, charity, meekness and patience. Amen."

Welcome to Delegates and Guests

Chairman Lilas Jones welcomed the delegates, guests and visitors to the convention, and then presented the Master of Ceremonies, Harry Finks, secretary of the Sacramento Central Labor Council and vice president of the Federation's Thirteenth District.

Introduction of Guests

Vice President Finks introduced the following convention guests to the delegates:

James B. McKinney, Mayor of Sacramento.

Thomas A. Deise, Chief of the Fire Department.

John M. Price, District Attorney.

W. A. "Jimmie" Hicks, member of the City Council, former Mayor of Sacramento, and former editor of the Sacramento Labor Bulletin.

Richard Marriott, member of the City Council, and present editor of the Sacramento Labor Bulletin.

Joseph Babich, Judge of the Municipal Court.

Don Cox, Sheriff.

Edwin L. Z'berg, member of the Assembly.

Albert S. Rodda, member of the State Senate.

Gordon Schaber, Dean, McGeorge College of Law.

Presentation of Resolutions Honoring Secretary Pitts

Vice President Finks then introduced, in turn, Hugh Burns, President Pro Tem of the State Senate, and Carlos Bee, Speaker Pro Tem of the State Assembly, each of whom presented to Secretary Pitts beautifully engrossed copies of resolutions adopted last March by the Senate and the Assembly during the first extraordinary session of the legislature, "congratulating Thos. L. Pitts upon his election as Secre-

tary-Treasurer of the California Labor Federation, AFL-CIO."

Senate Resolution

Senator Burns prefaced his presentation with these words.

"It is a pleasure for me to appear before you briefly this morning and to have a small part in this memorable event.

"I come principally representing the Senate of the California legislature to pay tribute to one of your officers who, I know, shares a place in your hearts as well as in ours.

"When Neil Haggerty went to Washington to join the big time we felt a keen sense of loss, for over the years we have learned to respect and to admire and to love him. That blow was softened somewhat by the fact that you put another friend in the place of Neil. So this tribute today is directed towards your friend and our friend, Tommy Pitts.

"At the last session of the legislature it was my proud privilege to introduce a resolution in commemoration of Tommy taking over the duties incident to representing organized labor at the legislature. You are more familiar with his accomplishments in the labor movement than I am, and I am not going to dwell upon those virtues. Suffice it to say that is a privilege for me to present this engrossed copy of the resolution honoring him and wishing him well in his position in the years to come.

"So, Tommy Pitts, on behalf of the Senate of California I present to you this copy of the resolution."

Accepting the gift, Secretary Pitts replied, " Thank you, Senator Burns!

"This comes as a great surprise to me. I noted in the journals of the Senate that such a resolution had been adopted, but I did not realize that I would receive a presentation in such a beautiful form.

"This is a great token of esteem on the part of the house of the legislature you represent, and to me, I believe it points out something that raises even higher in my mind the obligation I have to represent the working people in the State of California in the legislature. Certainly it recalls the many, many times that we have had the opportunity to meet and discuss the problems of our people. It recalls the kindly attention and consideration that you have given to our problems. And it also serves to remind me that we are not very far away from again meeting, in January of 1961, to try to keep everything intact that is good and to improve upon all that is good for the people of the State of California.

"Senator Burns, I am indeed grateful to you and the Senate for this token."

The Senate resolution follows:

Senate Resolution No. 23

Relative to congratulating Thos. L. Pitts upon his election as Secretary-Treasurer of the California Labor Federation, AFL-CIO

Whereas, Over the years, organized workers in the State, through the offices of the California Labor Federation, AFL-CIO, and predecessor bodies, have become accustomed to receiving the best in able and dedicated representation before the Legislature of California on all matters vitally affecting their interests as workers and as a large segment of the general public; and

Whereas, Such representation, being at all times direct and straightforward, has been of material assistance to legislators of both parties and of varying political philosophies in the consideration of all types of legislation, including many measures of great socio-economic significance enacted into law during the past two decades; and

Whereas, In the years ahead it is equally important to lawmakers, as well as to workers and the general public alike, whose freedom, security and prosperity have a common base in the democratic procedures of legislative bodies, that organized workers continue to receive the kind of representation from which they have benefited so materially and substantially in the past; and

Whereas, Recently, the Executive Council of the California Labor Federation, meeting in regular session in San Francisco, March 4, 1960, unanimously elected Thos. L. Pitts to the office of Secretary-Treasurer of the state AFL-CIO as its executive officer and legislative representative, upon the retirement from that office of C. J. "Neil" Haggerty and his election to the high office of President of the Building and Construction Trades Department of the national AFL-CIO in Washington, D. C.; and

Whereas, Thos. L. Pitts is known to legislators as an individual of highest integrity and deep devotion to the labor movement, having served continuously with distinction since 1950 as president of both the California State Federation of Labor, AFL, and then of the California Labor

Federation, AFL-CIO, following merger in December 1958, and prior to that time, as a member of the Executive Council of the state AFL since 1941; and

Whereas, Thos. L. Pitts, in his years of active local leadership in the labor movement of Los Angeles, and through his demonstrated organizational ability and effective representation of his brothers and sisters before employer and employer groups, has contributed immensely to the spectacular growth of the California labor movement over the years and to the development of material collective bargaining and responsible labor-management relations that prevail in the California economy today; and

Whereas, These attributes of Thos. L. Pitts have brought him numerous honors and appointments to various governmental bodies and policy boards, including service on the State Board of Education, to which he was reappointed last year by the Honorable Edmund G. Brown, Governor of the State of California; and

Whereas, These attributes of highest order and esteem have come to be recognized by many of the legislators, who have experienced Thos. L. Pitts' able representation of the state AFL-CIO as former president of that body while working closely on legislative matters with C. J. "Neil" Haggerty; and

Whereas, The Legislature looks with confidence to the future, knowing that Thos. L. Pitts will represent organized workers of the state AFL-CIO in the best of tradition and with demonstrated devotion and integrity; therefore, be it

Resolved by the Senate of the State of California, That the Senate does hereby extend sincere and hearty congratulations to Thos. L. Pitts upon his election to the office of Secretary-Treasurer of the California Labor Federation, AFL-CIO, and wishes him every success in his new and highly responsible office as executive officer and legislative representative of the more than 1,300,000 men and women who make up the AFL-CIO in the State of California; and be it further

Resolved, That the Secretary of the Senate is directed to prepare and transmit suitable copies of this resolution to Thos. L. Pitts, the office of the California Labor Federation, AFL-CIO, and to President George Meany of the American Federation of Labor and Congress of Industrial Organizations in Washington, D. C.

Assembly Resolution

In presenting the Assembly resolution, Assemblyman Bee said:

"The Assembly of the State of California is more than happy to make this presentation to Tommy Pitts. We were glad to see that Neil was pushed upstairs, and we wondered who would take his place in California as spokesman for the labor movement at Sacramento.

"I have worked with Tommy Pitts for some six years in the California legislature, and I can say to you members here today that Tommy is a gentleman; he is a man who keeps his word. When he tells you something about a bill, you know that he is telling you the exact truth. There are no ifs, ands or buts about it.

"Never to my knowledge, has Tommy Pitts been criticized by anyone of the Assembly or the Senate, by either party—Republican or Democrat. He is respected by all the members of the California legislature.

"So it is my pleasure today to present to him this resolution introduced by Speaker Ralph Brown and myself on behalf of the California Assembly.

"We wish you well, Tommy, for many, many years to come."

Secretary Pitts acknowledged this second honor with the following words:

"Thank you, Assemblyman Bee!

"I can only reiterate, in much the same words, what I said to Senator Burns. For a long time, the representatives of labor have received, I think, very wonderful and fine consideration from the Assembly. We don't always get everything we want, of course, from the Assembly! Maybe, after having received these two resolutions, we may be able to impress upon the members of both houses that we are more entitled to some of these things that have been denied us down through the years!

"But I do appreciate this honor, and I trust that in January, when we reopen the session, the legislature will find the same splendid working relationship and understanding, and that we shall have the same respect for every member of the legislature that you have described about our representatives in the legislature, and that is, that we don't find them trying in any way to deceive us.

"As we have walked into the office to talk to them about the problems of the working people in this state, they have been honest, candid, forthright, and at all

times considerate of our desires. And that, we are confident, will continue."

The Assembly resolution follows:

House Resolution No. 40

Relative to congratulating Thomas L. Pitts upon his election as Secretary-Treasurer of the California Labor Federation, AFL-CIO:

Whereas, The organized workers of the State have been represented before the Assembly of the California Legislature by the offices of the California Labor Federation AFL-CIO and predecessor bodies; and

Whereas, Their representatives have willingly rendered honest and competent assistance to members of the Legislature as they pondered not only the complex problems which pertain to the particular interests of the organized workers but to the general public as well; and

Whereas, It is helpful and important that the organized workers of this State continue to advise the Legislature through their representatives on matters which affect them as well as the public in general; and

Whereas, Thomas L. Pitts was duly elected to the office of Secretary-Treasurer of the state AFL-CIO on March 4, 1960, by the Executive Council of the California Labor Federation and will serve as executive officer and legislative representative of the council succeeding C. J. "Neil" Haggerty on the occasion of his retirement from that office; and

Whereas, "Tom," as he is known to his many friends around the Capitol, has served with distinction since 1950 as President of the California State Federation of Labor AFL and thereafter of the California Labor Federation AFL-CIO following the merger on December 1958; and

Whereas, His extraordinary talent in the labor field has been a significant factor in the rapid growth of the labor movement and has contributed to the extensiveness and quality of material collective bargaining and responsible labor-management relations in California; and

Whereas, His service to the organized workers as well as to the general public has included membership on the State Board of Education, State Compensation Insurance Fund, Committee for the Employment of the Physically Handicapped, Governor's Traffic Safety Conference, Coordinating Committee for the Governor's Industrial Safety Conference, Executive Council of the state AFL, and the National Conference on Labor Legislation; and

Whereas, By virtue of his skill and broad experience, Thomas L. Pitts has distinguished himself as a legislative advocate of high integrity and ability both in the service of the organized workers and the public in general; now, therefore, be it

Resolved by the Assembly of the State of California, That the Assembly does hereby extend sincere and hearty congratulations to Thomas L. Pitts upon his election to the office of Secretary-Treasurer of the California Labor Federation, AFL-CIO, and wishes him every success in his new and highly responsible office as executive officer and legislative representative of the more than 1,300,000 men and women who make up the AFL-CIO in the State of California; and be it further

Resolved, That the Chief Clerk of the Assembly is directed to prepare and transmit suitable copies of this resolution to Thomas L. Pitts, the office of the California Labor Federation, AFL-CIO, and to President George Meany of the American Federation of Labor and Congress of Industrial Organizations in Washington, D. C., and to C. J. "Neil" Haggerty, President of the National AFL Building Trades Council, Washington, D. C.

Introduction of President Gruhn

The opening ceremonies of the convention being concluded, Vice President Finks introduced President Albin J. Gruhn for the formal commencement of the Federation's third convention.

In introducing President Gruhn, Vice President Finks said, in part:

"It gives me pleasure to introduce a man I have known for many, many years. I have been thinking of some of the things I know of him from over the years I have served on the executive council with him —a man who has come up from a small town, a man who attended meetings in San Francisco, Los Angeles and other areas by bus or by train because of the minimum amount of expenses that he could receive from his local areas, but regardless of that, he was always able to attend these various meetings. Coming from the far end of the state was pretty tough, but he was so dedicated to the interest of the working people of this state that the sacrifices he made showed that his initiative and leadership was such that some day he would be recognized by this great organization.

"That day has come. He is sitting here as your Chairman, your President, a man who has served on the committees, and when he served on the committees he de-

fended his position on the floor of these conventions. If he thought he was right, he fought for his right, and when the majority ruled, he went along with the majority, but he has always taken the position of doing something for the interest of the people he represented.

"He represented a lot of little local unions in his area, but he has also been recognized by three governors in appointments to positions in recognition of his capabilities."

Albin J. Gruhn

President, California Labor Federation, AFL-CIO

President Albin J. Gruhn addressed the convention as follows:

"Delegates, at this time I do declare this third convention of the California Labor Federation, AFL-CIO in order, to conduct such business as may legally come before it.

"A few short months ago, the Federation's executive council entrusted me with the great responsibility of filling the shoes of Tommy Pitts, the first president of this newly-merged Federation. Filling Tommy's shoes is not an easy task. He was an outstanding president.

"The circumstances which brought about this interim change in the office of president was the necessity to fill the office of secretary-treasurer, the chief executive officer of this Federation. During the 20 years I served as a vice president of this Federation, it was my privilege to have served under the greatest executive officer this federation of labor or any other federation of labor ever had.

"That is our one and only C. J. 'Neil' Haggerty.

"Neil was called to a greater challenge in the national house of labor. Like a good soldier, he responded to this challenge, so that labor throughout the nation could benefit from his wisdom and knowledge of the economic, legislative and political functions of the trade union movement. California's loss is indeed the gain of the whole of the labor movement.

"California labor, however, was fortunate in having a leader of the caliber of Tommy Pitts, who filled the gap left by Neil Haggerty.

"Tommy has received and will continue to receive my utmost cooperation in meeting the tremendous responsibilities which are now his as chief executive officer of this Federation.

"We are gathered here in Sacramento to determine the basic policies which will guide this Federation for the next two years. Ours is a great responsibility, a responsibility to the membership of our affiliated unions and councils, to our state, to our nation, to the freedom-loving people of the world. The actions of this convention, through its elected delegates, are indeed the voice of the grass roots of the organized men and women of California.

"This is the American way. This is the democratic way that has and will continue to be California labor's answers to its enemies, whether they be anti-labor employer interests, anti-labor politicians, or Commie stooges.

"This year of 1960 is a year of decision and purpose, not of indecision and expediency. The youth, the elderly, the unemployed, the minorities, the agricultural workers, the handicapped, the slave laborers in other lands, all are looking for positive leadership to help solve their problems. Past performance is proof that they won't get this leadership from the United States or State Chambers of Commerce, the National Association of Manufacturers, or from the conscience of a conservative like Barry Goldwater, or the so-called 'new Nixon.'

"Labor has and must continue to give this positive leadership. The conscience of labor cries out against injustice, and in support of the dignity of man. Let us keep this in mind as we consider the fourteen vital subjects outlined in the policy statements of the executive council, along with the more than 200 resolutions from our affiliated organizations. The November ballot propositions will also be a matter for consideration.

"Ours is not only a great responsibility, but also a great opportunity during this convention week of August 15, 1960.

"Let us conduct ourselves in a spirit of charity to one another as fellow trade unionists, ever keeping in mind the fundamental principles of this great labor movement and this great Federation. When we have concluded our deliberations, let us leave here united. When we return to our respective communities, let us all roll up our sleeves and go to work: on registration of voters, on educating our members and friends as to the policies and principles adopted by the California Labor Federation at this convention, and in support of labor's endorsed candidates in the coming November 8 general election. In this way—and only in this way—can we hope to get the necessary legislation passed in

the state legislature and the national Congress, which will bring realities to many of our policy statements and resolutions.

"Finally, in reporting to you as president of this Federation for the brief period I have served in this capacity, may I refer you, to avoid being repetitious, to the items appearing in the reports to this convention by the executive council and the secretary-treasurer, which deal with my various activities and participation in numerous conferences on behalf of the Federation."

Edmund G. Brown

Governor of California

President Gruhn then presented Governor Edmund G. Brown, who delivered the following address:

"I want you to know that it is always an inspiring thing for me to walk down this aisle preparatory to talking to a labor convention. I want you to know that as a public official I am inspired by the thought that I am about to address the people who represent millions of workers in this state, but, more than that, up here in Sacramento, you have always been for the things that are good for all the people of California.

"To me, the labor movement in this state has always epitomized the very things I talk about when I discuss the growth problems of our state and the need for leadership in public affairs.

"I think one of the reasons that you have such a great reputation is the type of leadership you have. I know you won't think that I am 'polishing the apple' when I tell you that the California labor movement is probably the most respected and admired in the entire United States.

"It is always a dangerous thing to talk about any particular person in a meeting such as this, but I do think that the greatest leader you have had is seated on this platform today. I knew him when I was a young lawyer representing building trades unions in San Francisco; I knew him as a district attorney; I worked with him as the Attorney General of the State of California; I worked with him on the Board of Regents of our great University of California; and I worked with him as Governor of this state. And I refer, of course, to Neil Haggerty, who retired earlier this year.

"I am not going to elaborate upon that, because I know it would probably be distasteful to Neil. But I want you to know that as Governor of this state, and I want to say publicly that he has served you and he has served all the people ably and well. I congratulate him on his new work and I wish him well there, knowing that it is long-overdue recognition of the outstanding job he did here in California.

"I have known, too, your new officers, Tommy Pitts and Al Gruhn; and I know that they will continue the tradition of forceful, dedicated leadership inherited from Neil Haggerty and those who went before him.

"It has been my observation that in its conventions, labor takes firm stands on all the issues affecting the people of the state of California. And I don't think that there is a person in this room who will disagree with me when I say that in my eighteen and a half months as Governor, we—you in labor and I in government—have been in overwhelming agreement. And I think, more important than that, I have taken stands on issues, too. With some of them you have agreed; with some of them you have disagreed.

Taking Stands on Public Issues

"I want to talk politics a little bit this morning, and I want to talk in connection with taking stands on public issues.

"The State Republican Party had its convention here in Sacramento a week or ten days ago; and in that convention they failed to take a stand on two propositions appearing on the November ballot. I am referring to Proposition 1, the water bond issue, and Proposition 15, reapportionment of the State Senate.

"The Republican Party ducked those tough problems. They ducked them as they failed in 1958 to take a position on Proposition 18, the so-called 'right to work' issue, and other very important issues facing the people of this state.

"They may have soothed their major financial contributors, as one newspaper pointed out, but they failed completely to show any evidence that they possess the leadership that this state needs.

"In my opinion, it is this same lack of leadership, so sorely needed in this age of ICBMs and hydrogen warheads, which the Administration in Washington has displayed for the past eight years.

"It is no exaggeration to say (and I know that this has been said about every national election that we have had) that the coming national election as we reach the latter part of the twentieth century is the most important national election that you and I have seen.

"We dare not continue the drift and indecision of the past eight years. We need dynamic, alert leadership if we are to meet the threat of aggressive Communism.

"In Senator Kennedy and Senator Johnson we have the strongest ticket since the days of Franklin D. Roosevelt. We can and we will provide the strength in Washington upon which not only the survival of our country depends but literally the survival of the world.

Foreign Policy and Domestic Problems

"Foreign policy will be, of course, a major issue in the campaign. But, unlike the Vice President, who scoffs at the urgent needs here at home, we Democrats say our foreign policy will be meaningless unless we solve the very pressing domestic problems facing us.

"We say that America must improve its defenses. We say that America must expand its economy and at a rate that will keep us well ahead of the Communist enemy. And most of all, we say that every American everywhere must have the opportunity for a job, at a decent, livable wage, and that his children must have the opportunity for an education to fit their talents.

"But the Republican Party balks at a minimum wage, at aid to education, at real medical care for the aged, and the Vice President sneers 'growthmanship' at efforts to expand our economy. And even more appalling, the Republican Party plays a dangerous shell game with our national defense.

"The President is indignant when we Democrats urge an increase in defense measures. The Vice President, in his 'Treaty of Fifth Avenue' with Governor Rockefeller, deserts the President and, out of pure political expediency, agrees that more spending for defense is necessary.

"Next, a Republican Congressman calls Democratic efforts to improve our defense 'a political grandstand play.' Finally, the President himself concedes in effect that not all has been done and proposes new expenditures. We are happy that the President at last agrees that we Democrats are right, because the defense of our country must of course be above politics. But I think in August of 1960, at the very beginning of this campaign, we are entitled to ask: What is the real position of the Republican Party? Is it that of the Vice President, who only reluctantly accepts the idea to assure Governor Rockefeller's support in New York? Or is it that of an 'indignant' President and of Congressman Ford?

"The Republican Party is exhibiting their talent for getting caught in revolving doors. They can't bring themselves to admit their mistakes, yet they frantically look for a way out of them. They criticize the Democrats who question the wisdom of our foreign policy. But the Vice President tacitly admits its failure by saying that he would take more direct control over it than the President has.

"And, of course, the Vice President's hasty dumping of Agriculture Secretary Benson, whom he once described as 'one of the best' in history, is a classic example of the triumph of political expediency over basic conviction. This is the old Nixon that we in California know so well.

"There is the same cynicism, the same ruthless political ambition we witnessed in 1946, 1950 and again in 1956. There is the same callous lack of concern for the needs of our people. And I don't believe that this was ever more apparent than in the Vice President's statement that Senator Kennedy 'paid the price' for labor's support in the Democratic platform.

"As the spokesman for the Republican Party, the Vice President wouldn't understand, of course, that the American labor movement fights to make life a little better for all of our people. So it is not strange that he sneers at Democratic pledges to do the same.

"But what is this 'price' we Democrats paid for your support?

The "Price" is Gladly Paid

"The Democratic Party subscribes to the Roosevelt 'Economic Bill of Rights': the right to a useful and remunerative job; to a decent wage; a decent home; a good education; adequate medical care; protection from the economic disasters of old age, sickness, accidents, and unemployment; freedom for businessmen, large and small, from unfair competition and monopoly.

"Which of these rights does the Vice President think is too high a price? Does he object to full employment? Or is a little unemployment a good thing to him? It isn't to us Democrats, and our platform says so. We gladly pay the price.

"Does he think the right to a job should be based on age, race, sex, religion or national origin? We Democrats don't, our patform says so, and we gladly pay the price.

"Does he think the eight million families

whose income is too low for the basic necessities of food, shelter and clothing should remain in that state? We Democrats don't, our platform says so, and we gladly pay the price.

"Possibly he objects to a minimum wage of $1.25 an hour, $50 a week for 40 hours, compared with the average weekly factory wage of more than $100 in California. Well, if he does, we Democrats emphatically do not, and our platform says so, and we will gladly pay that price, too.

"There is more of the same, a pledge to raise farm income, business expansion, two million new homes a year, medical care for the aged, new schools, new hospitals, new ideas to make life fuller and richer for everyone. I can assure you that none of these are a 'price' to the Democratic Party, but an urgent call to leadership which we are able and eager to assume.

Accomplishments on the State Level

"I think the Democratic Party, with your help, has been providing that sort of leadership in Sacramento for the past 19 months. We have an historic FEP Act; the largest social insurance gains for our workers since the programs began; protection for the consumer; increased aid to education, to the aged and the blind; medical care for the disabled; the first comprehensive statewide smog law in the nation; the first truly balanced budgets in a decade, and much more.

"And we did not neglect the business side of our society. We established an Economic Development Agency to assist in finding solutions to business problems and to help bring new industries to California. In addition, the Governor's Business Advisory Council is constantly seeking ways to keep our business climate healthy.

"We did these things in the firm belief that that which helps the California workers helps business, and that which helps business helps the California workers. But we have no intention of resting on past laurels. Our state is a dynamic and a growing one, and we must move on—and we are moving on. We are pushing ahead with strong new programs: reorganization of state government; ways to curb the evil of narcotics peddling and addiction; the great problems of to much government in metropolitan areas. Several are of direct interest to you, and I want to mention them briefly.

Health Needs and Medical Aid

"First, I have recently announced that Doctor Bruce Jessup, Professor of Pediatrics at Stanford, will conduct a detailed survey of the health needs of our migrant workers and their families.

"Dr. Jessup's work on the subject has drawn national attention. I hope his new survey will give us information for setting up a permanent program in this field in the 1961-62 budget.

"Second, we have a committee studying medical aid and health. It has already done intensive work on a number of problems: How can we improve the recruitment, education and training of the people needed in medicine, dentistry and allied professions? Should rehabilitation care be made a part of our workmen's compensation system? What about the cost of medical care? Are rising costs inevitable?

"For my own part, I have already recommended the establishment of a new medical school in San Diego to help alleviate our shortage of doctors, and the Board of Regents of the University of California has indicated its approval. If you have a son or daughter who wants to be a doctor or a dentist, you will find how difficult it is to get him or her into a medical school or a dental school in California, no matter how high are his or her grades.

"I also have the Committee on Health and Welfare of the Governor's Council working on the problem of automation. The committee is considering what should be the state's role in the retraining of workers displaced by automation, its impact on the competitive position of small businesses, the role of our educational system in training for the new skills needed in an automated age, and so on.

"For example, the 1959 session of the state legislature enacted new legislation to permit the payment of unemployment insurance to persons attending retraining courses. But it is not effective unless unemployment reaches six per cent of the labor force and the applicant has exhausted his normal 26 weeks of unemployment insurance benefits and qualifies for extended benefits for another 13 weeks.

"This probably is a restriction which makes the program of little value. So it seems to me we ought to determine whether benefits should be paid within the normal benefit period. If they are, we must determine how the bill is to be paid.

Problems of Older Workers

"Finally, there is the outstanding work

of the Governor's Commission on Employment and Retirement Problems of the Older Workers. Its report is now being prepared, and I don't want to anticipate its contents in this brief speech. However, we do know of several ways in which the plight of the older workers can be eased.

"For example, the time is long past due to modify or remove the ridiculous and unrealistic limit of $1200 a year on the earnings of social security recipients. There is no similar restriction in private pension plans, and there seems no good reason why it should exist here. It wastes manpower, it can be damaging to the dignity and self respect of the social security recipient, and it means that many of our senior citizens are forced to live on substandard incomes.

"Still another device which should be encouraged is the so-called vesting of pension plans, both to add to the mobility of labor and to provide greater security for the workers.

"We should also undertake a program against age discrimination in employment. We have already expanded our services in the Department of Employment for older workers and will continue to do so.

"And one of the most satisfying things that I have done, one of the things that has given me the greatest satisfaction, is when the Department of Employment tells me about some of these older people they have been able to find jobs for and they are doing a great job and they are doing well. And we intend to expand this service.

"And now, before closing, I want to say a few words about another program which is still to be realized and which is of vital importance to all segments of our economy and particularly to labor.

"Now, I know that your executive committee has resolved against it, but I don't suppose that I would be Governor if I were not an optimist. Really and frankly, I don't come here and ask you to overturn the decision that has been made by this outstanding group of people who represent you in the executive committee, and I hope that I am not trespassing upon your invitation to me to speak to you. But as Governor of this great state, I think you would think less of me if I didn't get up before you and tell you what I think is right, even if I knew that you were going to vote against me, so that is exactly what I intend to do.

The Water Bond Program

"I am referring, of course, to the $1,750,000,000 bond issue to finance our water program. Economists tell me the employment potential in this state will be increased by at least 1,000,000 workers because of the additional water that will support greater industrial and agricultural output. It will increase our potential economic output by $10 billion a year, and revenue by $500,000,000 annually without any further increase in tax rates. Here is what the disinterested economists say: 'The biggest gainers from this project would be the labor forces of this state. Similarly, the biggest losers, if the water bonds are not passed, will be the workers. The increase in job potential from the water program would be fairly uniform throughout the state; that is, all economic regions would benefit substantially. It is not a project which affects only one region or merely the holders of agricultural land.'

"I know that many problems are yet to be worked out, but I want you to know of all the tough things that we accomplished in the 1959 session, of all the tough fights that we had after 20 years of Republican Party in this state, and at cross-party lines, the toughest was the bringing together of the north and the south, the city and the country, the rural areas, with the help of a great State Senator, Hugh E. Burns, from the Valley and a great Assemblyman down in Los Angeles by the name of Carley Porter.

"I say to you, as I am standing before you today, that water which is worth a tremendous sum of money as a natural resource is wasting to the sea, and it has been wasting to the sea for a period of eight to ten years. One thing that I am sure of—and I am sure that everyone of you in this hall are sure—there will be 5,000,000 more people in this state in ten to twelve years. If you think that I can go to the '61 legislature and fight this fight all over again to try and resolve these differences that were made at that time . . . I tell you that I will try, even if I lose, but I think if you talk to any disinterested legislators, they will tell you it just won't come to pass.

"Maybe a new governor will come in in '63. Maybe he will move in here and he, with a victory of a million votes, will put this thing over, but in the meantime we have lost two valuable years, a great water department has been disbanded. It will go into the bond issue in '64. Do you think the same weak sisters, the same people who have always fought progress in this state will be for that water program? I assure you they will still be saying that it

costs too much, that it would take away from one section and give it to another.

"We have already met some of the problems which we have had to work out, and I know three things: Number one, we need water.

"Number two, it is engineeringly feasible, and

"Number three, you and I and the people of the state of California, are going to have to pay for it.

"Proposition One will provide the basic elements necessary to put this show on the road, and I am referring to money. We can and we will meet the other problems as we proceed, but without the money, there would be no point in meeting the other problems.

"I want to emphasize one thing to you: if this bond issue passes, there is nothing in the world in the Act that will prevent you from passing any legislation, urging any legislation at the '61 session, that you think is in the best interests of the people.

Prevailing Wage Rates

"Some of you have been concerned about the matter of prevailing wage rates. I am concerned about it, too. More than $1,500,000,000 of the money expended will be put out to contract by the state itself, and will be subject to prevailing wage statutes. About $130,000,000 will be for loans and grants to local agencies, which will be used to build some of the smaller dams for recreation purposes in the mountain areas. Because of the nature of this work, the bulk of it, if not all of it—and I want to be completely frank with you —will be subject to prevailing wage rates.

"I know, too, that you have been concerned about local water and irrigation districts which prohibit their employees from joining unions and which dismiss those who do join. I am concerned with you, and I agree with you that it should be pointed out that this problem will exist, however, whether or not Proposition One is approved by the voters. It is no different from the problems that exist in the federal government today, lending money and building local irrigation districts, and if you are against it for that reason, why don't you do something in Washington to correct that, but you know that can't be done.

"Failure of Proposition One to pass would not solve the problems you face in the local agencies, and it would do grave injury to the many other things that you seek to accomplish, because it frankly would stifle growth in this state.

Excess Lands Limitation

"Another subject on which I think—and I could be wrong, of course — there has been a misunderstanding, is the so-called excess land limitation policy of the federal law. Your organization has expressed disappointment that we have not adopted the mechanics of federal law in this connection. Let me say to you this: That I am concerned with unjust enrichment or unearned increment just as much as you are. I am concerned with Haggerty on the Board of Regents when facilities are to be located at a new University of California campus or a new state college, that the surrounding area of land values go up. When we build a new river of concrete, a new road, all of the people along there, the value of their land has increased. I would like to sit down with your economists and figure out a way to reach this fairly, fairly to the land owners of the state of California and fairly to all of us, the taxpayers in this state.

"Let me say to you now that we are all agreed on what is really important, the policy. We are agreed on the policy which underlies federal law in this respect. As the Attorney General, I defended this policy in the courts. I fought for it, and you were one of the few organizations that were with me all the way up to the Supreme Court of the United States when we won it. We have followed that policy in our own state program. Our difference, if one exists, was in what each of us views as the best mechanics for implementing the policy, not the policy itself.

"Some of you insist that we should follow the historic federal pattern. I believe that the best way we can accomplish the result we all want is through the mechanics we have adopted, so our difference lies not in getting the job done, but in the most effective way to do it. This is a matter on which people who believe in the same basic philosophy may honestly differ. When we are in agreement on objective, we cannot afford the risk of losing that objective by disagreement over the mechanics of achieving it.

"I would only point out to you that our mechanics are basically the same as those followed in the most recent federal enactments on the subject. They are essentially the same as those introduced in Congress by that most staunch advocate of acreage limitation, Senator Paul Douglas.

"I want to say that it would be unfor-

tunate, and maybe I haven't the facts on this situation, but I think it would be catastrophic if we failed to satisfy our water needs and lost the benefits to our economy—it will never be cheaper—and to our people which will accrue from the project, just because we misunderstood or magnified our problems out of proportion.

"I say these things out of a sense of duty and obligation, and I know that you have given, and the only thing that I ask you to do is to continue to give the water program your serious consideration, with the welfare of all of California uppermost in your minds. California is growing, it demands leadership, with a vision to plan for that growth, and with a determination to make those plans work.

"We—you and I together—have worked on the platform on the things we have presented to the legislature, and in 19 months we have accomplished much, in my opinion. I know I am an interested witness in this situation, but I tell you that you and I together with the legislature have accomplished more in 19 months than has ever been accomplished in a similar time in the history of this state.

"We have accomplished much in 19 months, and we fully intend to accomplish much more. Let me recall one other thing to you. I, as a candidate for Governor, you as a representative of a large segment of our people, have defeated the iniquitous 'right to work' measure together. We won a great victory together. Let us together—I in government, you in labor—continue to fight together for the things that are right. If we do, you will win, I will win, and more important than all, the people of the state of California will win!"

Report of Committee on Credentials

Chairman James Blackburn of the Committee on Credentials reported for the committee.

On motion by Chairman Blackburn, the delegates whose names appeared in the printed preliminary roll of delegates were seated by the convention.

Note: See Index for the completed roll call of the convention, following the additions and changes reported by the committee on successive days.

Appointment of Committees

Secretary Pitts announced that the following convention committees had been appointed by President Gruhn:

Committee on Credentials

James Blackburn, chairman, Painters No. 256, Long Beach; Andy Ahern, Garment Cutters No. 45, San Francisco; George F. Bronner, Ventura Central Labor Council, Ventura; Ivan Lee Buck, Lathers No. 252, San Bernardino; Claude Cox, Clothing Workers No. 55-D, Los Angeles; G. J. Conway, Steelworkers No. 1986, Los Angeles; W. Loyd Leiby, Southern California District Council of Laborers, Los Angeles; Phyllis Mitchell, Office Employees No. 3, San Francisco; Daniel J. McPeak, Electrical Workers No. 1245, Oakland; Paul E. O'Bryant, Motion Picture Studio Cine-technicians No. 789, Hollywood; William M. Sloane, Building Service Employees Joint Council of Southern California, Los Angeles; DeWitt Stone, Auto Workers No. 509, Maywood; Edna N. Waugh, Hotel, Restaurant, Cafeteria Employees No. 512, San Pedro; Ed Wilson, Sailors Union of the Pacific, San Francisco.

Committee on Constitution

Robert Clark, chairman, Steelworkers No. 1414, Torrance; Albert E. Albertoni, Fire Fighters No. 55, Oakland; Elliott M. Cantley, Oil, Chemical and Atomic Workers No. 1-128, Long Beach; M. R. Callahan, Bartenders No. 686, Long Beach; W. J. DeBrunner, Building and Construction Trades Council, San Diego; Sam B. Eubanks, Newspaper Guild No. 52, San Francisco; George Johns, Central Labor Council, San Francisco; Herman Leavitt, Bartenders No. 285, Los Angeles; Ralph A. McMullen, Building and Construction Trades Council, Los Angeles; Burnell Phillips, Office Employees No. 83, San Bernardino; L. A. Parker, Council of Federated Municipal Crafts, Los Angeles; John W. Quimby, Central Labor Council, San Diego; Edd X. Russell, Actors Equity, Hollywood; James C. Symes, Union Label Section, San Francisco; E. H. Vernon, Automotive Machinists No. 1546, Oakland; Larry Vail, California State Council of Retail Clerks, San Francisco.

Committee on Legislation

W. J. Bassett, chairman, Los Angeles County Federation of Labor; C. R. Bartalini, Bay Counties District Council of Carpenters, San Francisco; Robert F. Callahan, Fire Fighters No. 798, San Francisco; William C. Carroll, Operating Engineers No. 12, Los Angeles; John A. Des-

pol, Steelworkers No. 2018, Bell; Harry Finks, Central Labor Council, Sacramento; Webb Green, Electrical Workers No. 11, Los Angeles; Jack Kopke, Glaziers and Glass Workers No. 718, San Francisco; H. D. Lackey, Building and Construction Trades Council, Bakersfield; Charles H. Marsh, District Council of Painters No. 36, Los Angeles; Everett A. Matzen, Butchers No. 364, Santa Rosa; Hazel O'Brien, Waitresses No. 48, San Francisco; Samuel Otto, Ladies' Garment Workers No. 496, Los Angeles; James H. Reed, Steelworkers No. 4670, Bellflower; Charles Robinson, Northern California District Council of Laborers, San Francisco; Roy Mack, Butchers No. 498, Sacramento.

Committee on Resolutions

Thomas A. Small, chairman, Bartenders No. 340, San Mateo; Joseph Angelo, Steelworkers No. 3367, Niles; Percy F. Ball, Construction and General Laborers No. 185, Sacramento; Joseph J. Christian, Los Angeles Building and Construction Trades Council, Los Angeles; Phil Deredi, Apartment, Motel, Hotel and Elevator Operators No. 14, San Francisco; Manuel Dias, Auto Workers No. 76, Oakland; Wilbur L. Fillippini, Building and Construction Trades Council, Santa Barbara; George Faville, Hospital and Institutional Workers No. 327, Eureka; Charles J. Foehn, Electrical Workers No. 6, San Francisco; Armon L. Henderson, District Council of Carpenters, San Diego; Mary J. Olson, Hotel, Restaurant, Cafeteria and Motel Employees No. 512, San Pedro; William E. Pollard, Dining Car Employees No. 582, Los Angeles; Edward T. Shedlock, Utility Workers No. 283, Southgate; William Sidell, District Council of Carpenters, Los Angeles; Fred C. Smith, Federated Fire Fighters of California, Burbank; John Ulene, Sportswear and Cotton Garment Workers No. 266, Los Angeles.

Committee on Rules and Order of Business

Max J. Osslo, chairman, Butchers No. 229, San Diego; Charles L. Brown, Allied Printing Trades Council, Los Angeles; George E. Buck, Communications Workers No. 9571, Long Beach; Newell J. Carman, Operating Engineers No. 3, San Francisco; M. J. Collins, Electrical Workers No. 569, San Diego; Ed H. Dowell, Motion Picture Projectionists No. 297, San Diego; Henry Hansen, Central Labor Council, Stockton; Charles J. Hardy, Central Labor Council, San Diego; George Mesure, Butchers No. 115, San Francisco; C. T. McDonough, Cooks No. 44, San Francisco; Melvin H. Roots, Plasterers No. 112, Oakland; Isidor Stenzor, Cloak Makers No. 55, Los Angeles; Pat Somerset; Screen Actors Guild, Hollywood; Earl Wilson, Central Labor Council, San Bernardino; Herbert H. Wilson, Rubber Workers No. 44, Los Angeles.

Sergeants-at-Arms

Rex B. Pritchard, chief, Lathers No. 88, Oakland; Ronald Benner, Building and Construction Trades Council, Ventura; R. M. Brown, Oil, Chemical and Atomic Workers No. 1-128, Long Beach; Jack Casper, Sailors Union of the Pacific, San Francisco; Andrew Hemnes, Bartenders No. 591, San Pedro; Tom Nugent, Marine Cooks and Stewards, San Francisco; George L. Williamson, Sailors Union of the Pacific, San Francisco.

The appointment of these committees was approved by the convention.

Escort Committees

The appointment of escort committees for the following speakers was announced from time to time during the convention:

Governor Edmund G. Brown. Samuel Otto, chairman, Ladies Garment Workers No. 496, Los Angeles; Carl G. Cooper, Stage Employees No. 33, Los Angeles; William T. O'Rear, Central Labor Council, Fresno; George E. O'Brien, Electrical Workers No. 11, Los Angeles; DeWitt Stone, Auto Workers No. 509, Maywood; E. P. O'Malley, Oil, Chemical and Atomic Workers No. 128, Long Beach; Ralph A. McMullen, Building and Construction Trades Council, Los Angeles.

Stanley Mosk, Attorney General of California. Anthony Anselmo, chairman, Local Joint Executive Board of Bartenders and Culinary Workers, San Francisco; Fred C. Smith, Federated Fire Fighters of California, Burbank; H. C. Rohrback, Southern California District Council of Laborers, Los Angeles; Burnell W. Phillips, Central Labor Council, Riverside; Walter J. DeBrunner, Building and Construction Trades Council, San Diego.

Glenn M. Anderson, Lieutenant Governor of California. Harry Finks, chairman, Central Labor Council, Sacramento; George B. Roberts, Los Angeles County Federation of Labor; Chester Bartalini, Bay Counties District Council of Carpenters; Jack McCormick, Central Labor Council, Santa Rosa; John Quimby, Central Labor Council, San Diego.

Commander John R. Hann, The American Legion, Department of California. C. J. Hyans, chairman, Billposters No. 32, Los Angeles; Harvey Lundschen, Miscellaneous Employees No. 440, Los Angeles; Charles Lang, Meat Cutters No. 439, Pasadena; Ralph Bronson, Operating Engineers No. 12, Los Angeles.

Darold D. Dacoe, Jr., Commander, Veterans of Foreign Wars, Department of California. George Bronner, chairman, Central Labor Council, Ventura; Russell E. Jehnke, Meat Cutters No. 556, Santa Barbara; Howard Reed, Building Trades Council, Martinez; Joseph Christian, Building Trades Council, Los Angeles.

C. J. Haggerty, President, Building and Construction Trades Department, AFL-CIO. Lee Lalor, chairman, Construction and General Laborers No. 304, Oakland; Edward H. Dowell, Motion Picture Projectionists No. 297, San Diego; M. R. Callahan, Bartenders No. 686, Long Beach; Joseph J. Christian, Building and Construction Trades Council, Los Angeles; A. F. Mailloux, Building and Construction Trades Council, San Francisco; Rex B. Pritchard, Lathers No. 88, Oakland; Abel M. Silva, Gardeners, Florists and Nurserymen No. 1206, Oakland.

Joseph Kennedy, President, Northern Area, National Association for the Advancement of Colored People. William Becker, chairman; Max Mont, Cloak Makers No. 58, Los Angeles; William E. Pollard, Dining Car Employees No. 582, Los Angeles; A. T. Gabriel, Miscellaneous Employees No. 110, San Francisco; Peter Lallas, Waiters No. 30, San Francisco; Spencer Wiley, Auto Workers No. 509, Maywood.

Recess

The convention was then recessed by President Gruhn to reconvene at 2:00 p.m.

MONDAY AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:15 p.m.

Greetings

Secretary Pitts read the following telegrams of greetings to the convention:

My best wishes for a most harmonious and progressive convention.

TOM MALONEY,
Former State Legislator

Fraternal greetings and best wishes for a harmonious and successful convention.

E. M. HOGAN,
General Secretary-Treasurer
United Garment Workers of America

I hope you have a most successful convention. I wish I could be there with you. May we all look forward to an expanding economy, more jobs, better education and housing, and once again to strong and effective world leadership under a Democratic administration.

JOHN F. KENNEDY

Report of Committee on Rules and Order of Business

Chairman Max J. Osslo of the Committee on Rules and Order of Business reported for the committee and recommended the adoption of the following rules to govern this convention:

Rules and Order of Business of the 1960 Convention

1. **Roberts Rules of Order.** The Convention shall be governed by Roberts Rules of Order on all matters not provided by the Constitution or specified in these rules.

2. **Rules—Adoption of Standing Rules.** The adoption of the standing rules shall require an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. When once adopted, such standing rules shall remain in effect, unless suspended or amended as provided in these rules.

3. **Amendment of Standing Rules.** No standing rule of the Convention shall be amended except by an affirmative vote of a majority of the duly qualified delegates to the Convention, present and voting. No such amendment shall be considered until it shall have been referred to and reported by the Committee on Rules.

4. **Convening the Convention.** The Convention shall convene at 9:30 a.m. each day after the opening session, which shall convene at 10:00 a.m. It shall recess from 12:00 to 2:00 p.m. each day, and shall re-

cess at 5:00 p.m. each afternoon, unless the delegates agree to extend the sessions or to call special night sessions by a two-thirds vote.

5. **Resolutions Defined.** Whenever the word "resolution" is used in these rules, it shall include constitutional amendments.

6. **Committee Reports.** All committees shall report on all resolutions submitted to them. Whenever there is a majority and minority division on any committee, both the majority and minority shall be entitled to report to the Convention. The discussion and vote of concurrence or non-concurrence shall be first on the minority report.

7. **Committee Quorum.** A majority of any committee shall constitute a quorum for the transaction of its business. At least a majority of all members present and voting shall be required to adopt a recommendation on a resolution.

8. **Passage of Resolutions and Committee Reports by Convention.**

(a) A majority of the delegates present and voting shall be required to act on a committee report or a resolution except a constitutional amendment which shall require a two-thirds vote of the delegates present and voting.

(b) No motion or resolution shall be finally acted upon until an opportunity to speak has been given the delegate making or introducing same, if he so desires.

9. **Roll Call Vote.** At the request of one hundred and fifty (150) delegates present and voting, any motion shall be voted on by roll call per capita vote of the delegates. When a roll call has been ordered, no adjournment shall take place until the result has been announced.

10. **Precedence of Motions During Debate.** When a question is under debate or before the Convention, no motions shall be received but the following, which shall take precedence in the order named:

First—To adjourn;
Second—To recess to a time certain;
Third—For the previous question;
Fourth—To set as a special order of business;
Fifth—To postpone to a stated time;
Sixth—To postpone indefinitely;
Seventh—To refer to, or refer to committee;
Eighth—To divide or amend;
Ninth—To lay on the table.

11. **Motions in Writing.** Upon request of the Chairman, a motion shall be reduced to writing and shall be read to the Convention by the Chairman before the same is acted upon.

12. **Contents of Motions.** No motion, whether oral or written, shall be adopted until the same shall be seconded and distinctly stated to the Convention by the Chairman.

13. **Motion to Reconsider.** A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; such motion shall require a two-thirds vote to carry.

14. **Motion to Table.** Motion to lay on the table shall be put without debate.

15. **Recognition and Decorum of Delegates.**

(a) Delegates when arising to speak shall respectfully address the Chair and announce their full name and the identity of the organization which they represent.

(b) In the event two or more delegates arise to speak at the same time, the Chair shall decide which delegate is entitled to the floor.

(c) No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order or appealing from a ruling of the Chair.

(d) Any delegate may appeal from a decision of the Chairman, without waiting for recognition by the Chairman, even though another delegate has the floor. No appeal is in order when another is pending, or when other business has been transacted by the Convention prior to the appeal being taken.

(e) 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. The same shall apply while an appeal from the Chair is being decided.

(f) 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 a majority vote of the delegates present and voting; nor longer than five minutes at a time without permission by a majority vote of the delegates present and voting.

(g) Any delegate may rise to explain a matter personal to himself and shall forthwith be recognized by the Chairman, but shall not discuss a question in such explanation. Such matters of personal privilege yield only to a motion to recess or adjournment.

16. **Voting Not to be Interrupted.** When once begun, voting shall not be interrupt-

ed. No delegate shall be allowed to change his vote, or have his vote recorded after the vote is announced.

17. **Attendance of Delegates.** 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.

On motion by Chairman Osslo, the recommended Rules and Order of Business of the 1960 convention were adopted.

The report of the Committee on Rules and Order of Business being completed, President Gruhn discharged the committee with thanks.

Stanley Mosk

Attorney General of California

President Gruhn then introduced Stanley Mosk, Attorney General of California, who addressed the convention as follows:

"May I say that I look forward each year to this opportunity of meeting with you at your annual convention.

"I look upon this as an opportunity to inform millions of Californians, which you represent in your families and friends, of the progress being made in our economic, political and social relations within our state.

"The task of protecting the health, welfare and safety of California evolves on the Attorney General. Although the Attorney General is the state's lawyer, the legal advisor to a hundred agencies and hundreds more officials, his jurisdiction runs into the economic area from the price of milk to trading stamp kickbacks at the gas pump.

"It has been my purpose to keep the state free of crime, fraud and discrimination. Theft is not committed alone at the point of a gun, a scrawled note to a bank teller, a burglary or a stickup on a dark street. It can just as surely be theft if an unwary purchaser signs a phony contract with a dishonest business firm, or a political subdivision is overcharged for construction of facilities through collusion of contractors, or if any man or woman is deprived of a right to livelihood and decent remuneration because of his color or creed.

"Government is best, said Lincoln, when it does for the people those things the people cannot do for themselves.

"It is therefore necessary that your Attorney General and the State Department of Justice be ever vigilant in protecting these rights, economic and social, as well as protecting against basic crimes of violence.

"The responsibilities of the Attorney General's office are not restricted only to legal advice, interpretation of the statutes, and representation of the state in civil and criminal matters. Our jurisdiction in the area of fraud practiced on the public ranges from dance studios to major construction projects.

"Constitutionally, the Attorney General is charged with uniform and adequate enforcement of the law. Law enforcement cannot be confined solely to punishment of the evildoers. We consider crime prevention of first importance. We have called on citizen groups and peace officers to assist us with studies and recommendations. More law doesn't solve the conflict between the anti-social element and an orderly society. More punishment is not the answer.

"In zone conferences with sheriffs and district attorneys of the 58 counties, we are able to exchange experiences and consider new techniques. One of our committees studies crime statistics to determine their full meaning, another reviews the problems of enforcing civil rights.

The Constitutional Rights Section

"When I took office a year and eight months ago I set up a Constitutional Rights Section, and brought in to head it Franklin H. Williams, who for eight years had been regional counsel for the National Association for the Advancement of Colored People. In the role of Assistant Attorney General, Williams brought a new vigor to public acceptance of these long forgotten, or ignored, rights of minorities.

"The 1959 legislature established the Fair Employment Practices Commission, with which our Constitutional Rights Section coordinated its activities. We have carefully avoided trespassing on the authority of the FEPC, and thus averted any jurisdiction dispute. There was an area, outside of fair employment, however, in which our section could work and has been working.

"We have stated our purposes in our Constitutional Rights Section to be as follows:

"1. To investigate and report on alleged infringements of constitutional rights, including the freedoms of speech, religion, press and assembly; due process and equal protection; the right of suffrage; and peaceful occupancy and quiet enjoyment of property.

"2. To intervene and appear amicus curiae in litigation or administrative hearings involving constitutional rights.

"3. To mediate in instances where infringements upon the rights of citizens have been alleged.

"4. To cooperate with the State Fair Employment Practices Commission.

"We sought acceptance by means other than by carrying these problems into litigation. And I am happy to report that we have received compliance generally.

"The new civil rights act provides that all businesses are prohibited from discriminatory proctices against persons because of creed, race or ancestry. This law plainly states that no person may be refused service in any business which serves the public.

"This past year, at our suggestion, the Alcoholic Beverage Control Board warned bar owners that their licenses were in danger if discrimination was practiced. We hope other licensing agencies will adopt similar policies.

"Labor agencies which advertised for help wanted and whose advertisements stated the racial types acceptable complied with the edict, when such advertising was shown to be discriminatory.

"The Professional Golfers Association of the United States had for years barred Negro golf pros from its invitational tournaments. Through the League of California Cities we informed the cities they would be in violation of the Act and public policy if racial discriminatory practices were permitted on a publicly owned and operated golf course.

"One result in this case was the announcement of the Lucky Lager Brewing Company that its upcoming Professional Golf Invitational was an "open" tournament, open to all professionals of all racial antecedents.

"At our request, the State Department of Education has pointed out to district school boards and county boards that it is reaffirming its policy for integrated school districts. The placing of schools in the center of an all-Negro district or an all-white district in actuality was prolonging segregation through continuing the maintenance of residential and neighborhood educational islands.

"One of the little known activities of the Attorney General's office is probably one of the most important to you as wage earners and taxpayers.

The Anti-Trust Section

"This activity is in the Antitrust Section, which I established at the beginning of my term. A veteran assistant attorney general, Wallace Howland, is in charge of this section with two deputy attorneys general as his aides in northern California and a special assistant attorney general in the south. We have filed more antitrust suits in the past year than had been filed in all the 57 years that the state Cartright Act has been on the books and we have just scratched the surface.

"These antitrust actions are important to you as a taxpayer because our state and local governments easily can be overcharged through hidden collusive agreements between contractors or sales organizations to take their turns at bidding for state business.

"One of our early cases involved the purchase of pots and pans from a major aluminum company by a southern California governmental agency. Our investigation of this case resulted in a 25 per cent reduction in the original bids. This, I might point out, was a reduction to the public that was effected even though labor costs in their manufacture had gone up.

"I don't suppose we can keep up the ratio of 25 per cent savings in each of our antitrust cases involving public funds. We can, however, keep the bids on the beam and the ultimate savings may well run into the millions.

"We have a suit filed against an optical company. The State of California buys glasses for patients and inmates of its various institutions. It is your money, through taxes, that pays for these glasses. We contend that secret discounts are given some optometrists, that such discounts are discriminatory, and that these practices defeat fair competition.

"In southern California we filed against the Riverside County Bid Depository organization. This county has had $78 million worth of public building construction in the past two years. We are contending that the Riverside County Bid Depository maneuvers its members to such an extent that punitive action is taken against a member who submits a bid except in the prescribed manner. This, we submit, stifles the objective of free, open, competitive bidding.

"We are asking the 58 counties of the state to furnish us with sample bids received for construction, services and equipment. Out of this data we will be better able to determine if our public projects

and institutions are receiving the benefits of open and free competition.

The Consumer Frauds Section

"I want to tell you that we are appreciative of the assistance that organized labor is giving us in our work we are doing in another of our sections, the Consumer Frauds Section. This section is headed by Assistant Attorney General Howard Jewel and was established last year.

"I want to publicly acknowledge my thanks to the AFL-CIO, and particularly to Tom Pitts and Don Vial for their help in circulating our new pamphlet on installment sales. While comparable to one of your own, entitled 'Consumer Beware!', there is a need for knowledge by laymen of California law.

"As you know, the last legislature, in the Unruh Act, provided some protection against the practices employed by a minority of merchants, which had the effect of gouging California consumers who purchase on installment sales contracts. This Act necessarily is couched in precise legal terminology and runs to 18 pages of small print. We felt that unless consumers themselves were made aware of the protection offered them by the Act and therefore knew when their rights were being violated, enforcement of the Act would be difficult. We therefore prepared this pamphlet which states the major features of the law in easy-to-understand terms.

"We then went to Don Vial, among others, to ask his help in getting this pamphlet into the hands of consumers. He and Tom Pitts graciously assented, and I think a sample copy went to every AFL-CIO council in the state with the request that locals advise as to the number of copies wanted. We now have many orders and are awaiting these 400,000 pamphlets from the press so that we can make distribution. This, I am informed, should be accomplished within the next few weeks.

"Incidentally, some copies of this pamphlet have been made available for your delegates to this convention. Please help yourself, and if there are any of you who have not placed your order for your local, please feel free to do so, by writing to me, care of the State Building, San Francisco.

"The title of the pamphlet is 'Know Your Rights.'

"Under consumer frauds we are also attacking the few unscrupulous health and dance studios which are violating ethical practices. These studios are few in number, but when they take a victim they take his money in large chunks. Citizens who have purchased a health course have awakened to find that the gymnasium has been closed, but the notes they signed, promising to pay for the course, have been sold at a discount to a collection agency. The promoters had moved on, but the responsibility lingered on.

"Corrective legislation has been proposed by my office to eradicate these abuses. We have proposed prohibiting contracts, putting studios on a pay-as-you-go basis. An Assembly committee is considering these corrective changes, which may include a contract limit of $500, but prohibiting the assignment of the contract to another party such as a collection agency. The committee is also considering lifetime contracts and establishing termination of contracts on death or disability.

Labor's Political Activity

"I want to talk just a few moments about political activity—not for or against any particular candidate or issue. I am perfectly willing to leave that to your wise judgment.

"But I would like to remind you that while the Republican nominee for president is seeking election largely on the strength of his kitchen debate with Khrushchev, it was a group of labor leaders who really defeated the Soviet dictator in verbal combat.

"The meeting in San Francisco on September 21, 1959, with Khrushchev and Walter Reuther, James Carey, Joseph Curran, Karl Feller, O. A. Knight, Emil Rieve and others was truly historic. Not only was it noteworthy because Mr. K. lost his composure, but because these leaders of the free American labor movement demonstrated that they, even more than many of our current political leaders, know the issues that separate the free world from totalitarianism.

"While a kitchen exchange may be more dramatic and politically expedient, the verbatim account of the American labor vs. Khrushchev debate (contained in the U. S. News and World Report, issue of October 5, 1959) is much more constructive and revealing—not merely to us, but to the working men and women of the uncommitted areas of the world.

"Back here at home, labor has a big stake in politics—just as every citizen has his individual responsibility. It has been said that there is not a single labor-management contract anywhere in America that is worth the paper it is written on

if there is a Congress or state legislature that wants to weaken or destroy it.

"George Meany has stated, 'We are in politics to preserve the American trade union movement and by doing that, to make a tremendous contribution toward preserving the American way of life.'

"Labor has come a long way from 1823, when a group of shoemakers in Philadelphia pleaded for their right to organize to improve their working conditions and for a system of free public education. They were charged with conspiracy and jailed.

"In the 137 years since then, labor has become increasingly active in the political arena. The result has been good for labor, but more important, it has been good for America.

"Your effort, alongside that of others, has brought about child labor laws, a system of free public education, anti-trust laws, establishment of the cabinet office of labor, better housing, better health and safety regulations in industry, and too many other improvements nationally and locally to be mentioned here.

Labor's Problems Ahead

"You have many serious problems ahead. Automation will be of constantly greater concern to labor and to industry. Between 1953 and 1959, for example, instrument output rose 14 per cent, while the number of production and maintenance workers fell 13 per cent. This has real implications to you, but even more significantly, to our whole economy.

"Reduced to a specific example, the U. S. Labor Department reports the following changes in a large bakery after the installation of new automatic equipment: One man operates the equipment that moves 20 tons of flour an hour from railway cars to bins, compared with 24 men who previously were used to move 10 tons per hour. Overall, the number of workers on each shift was reduced 50 per cent, while production was increased 75 per cent.

"Automation is not the only problem. Farm labor is one that appears in our headlines every day. Since litigation is still pending, I cannot comment on this matter today, except to say that the position of our office before the courts has been that the departments of state government cannot be used for strikebreaking purposes.

"Automation, farm labor, social security, medical aid to the aged, unemployment insurance, better safety standards —all of these and other matters are reflected in the kind of political results you achieve, the kind of men and administrations you elect nationally and statewide.

"Voting has an economic meaning to all of us. How much money is taken out of pay checks for taxes, interest rates going up or down, car license taxes, street and other civic improvements, and available jobs tomorrow — these things are affected by election results.

"To win elections, however, your political potential must be realized, and by that I mean your members cannot vote if they are not registered to vote.

"I hope you will mount a determined, vigorous, aggressive registration drive between now and September 15, the deadline. You did it in 1958, when Proposition 18 threatened your existence. If you can do it defensively, how about repeating the program for offensive purposes?

"There are two million persons in California, eligible to be voters, but not registered so they can vote. Many, many thousands of that number are in your ranks. Find them, persuade them to do their civic duty.

"I recall an incident that happened at a boxing match I saw a short time ago. One fighter was doing his level best, but a spectator near his corner was shouting carping criticism during each round and between rounds. His abuse was directed to the boxer's style, his technique, his skill, and his courage. He kept up a running fire directed at the poor fellow.

"Finally, between rounds, toward the end of the battle, the boxer leaned over the ropes and growled at the man, 'Man, you're down there talking. I'm up here fighting.'

"Let's all of us get the talkers in there, fighting to make our democracy work!"

Telegram

Secretary Pitts read the following telegram:

> American Retail Federation spearheading intensive drive to eliminate or weaken extended provisions of Kennedy Fair Labor Standards Bill S. 3758 now on the Senate floor. Retailers flooding Senate with telegrams. Imperative that we redouble efforts to get wires and phone messages to Senators urging them to support bill without amendments.
>
> ANDREW BIEMILLER
>
> Department of Education, AFL-CIO

Secretary Pitts stated that further information on this matter would be available so that the delegates might communicate the Federation's position on the Kennedy bill to the California Senators.

Glenn M. Anderson

Lieutenant Governor of California

President Gruhn introduced Glenn M. Anderson, Lieutenant Governor of California, who delivered the following address:

"I am very glad to be here with you this afternoon. You in organized labor have proved your support of me, and I hope that you feel that I have been responsive to your wishes and concerned about your best interests. That has been my intention.

"Usually in great conventions such as yours the problems discussed seem to fall into three categories: problems of the immediate past, where you are concerned with appraising the results and your present status; second, the problems of the present and the immediate future, where you are concerned with deciding upon your eventual courses of action; and third, those problems of the not-too-predictable future about which you are thinking in terms of general attitudes. And it has been my observation that most of us tend to shy away from those problems which fall in the last category: those that lie some distance ahead of us. Immediate problems seem more pressing, and the need for decision easily preoccupies us. More distant problems are often obscure in outline, but as their shape develops they may become an even greater threat to things as we know them.

Some Emerging Problems

"I would like to talk with you for a few moments this afternoon about some of the emerging problems of the future in the area of public finance—government spending, if you prefer. I have chosen to discuss this area with you briefly because of what you delegates and friends here today represent.

"Organized labor is no longer a mass organization of the have-nots of our society. The good job which you men and women have done in the last three decades has resulted in a sweeping change in the socio-economic status of working men and women. You now represent a broad band of the American middle class. Those today who may be classed as have-nots, those suffering real privation, are found primarily in the ranks of the unorganized workers. You and your members have become much more than an organization which represents the institutional interests of labor as opposed to management. More and more as this change in status continues to take place, you represent and reflect the views of the dominant influence in American life: the great and growing middle class. In fact, there is no larger or more articulate or more influential organization than yours to represent this class. No organization is more directly affected by the course of our public affairs. On the other hand, your attitudes, your interests and your support or disapproval, can often make or break a program or a policy.

"It is precisely because I believe that you have inherited new responsibilities in public affairs along with the economic gains you have secured that I want you to think with me for a few minutes about problems not specific to labor as just labor. It is because I believe that you are interested in wielding your influence in constructive fashion that I shall urge you to include within the wide panorama of your interest such questions as I may raise this afternoon.

"Urban Sprawl" and Its Cost

"One of the problem areas I have in mind grows out of the phenomenon of the twentieth century which we call 'urban sprawl'. It has certainly been obvious to you that the great cities of America, particularly those here in California, have literally burst their seams. Probably three factors are primarily responsible for the way our metropolitan areas have vaulted over traditional boundaries and sprawled across the landscape, devouring agricultural land and preempting certain logical industrial sites.

"First, the sheer numerical growth of our state accounts for a major portion of urban sprawl.

"Second, the growth of our transportation capabilities, though lagging behind our needs and wishes, is flattening out our cities and spreading them horizontally throughout the countryside.

"And third, two-thirds of all the American people today live in metropolitan areas. It will be four-fifths in just 15 short years.

"Probably the best index of urban sprawl here in California is the disappearance of agricultural land. In Santa Clara County, for example, the 1959 report of

the county planning commission tells us that every 90 seconds one more acre of agricultural land in that county is converted to nonagricultural use. Every 90 minutes sixty fruit trees are pulled out to make room for residential and industrial expansion. In the last 10 fast-moving years the citrus acreage in Los Angeles County has been reduced almost two-thirds. Approximately half of the citrus acreage in Orange County has been relinquished. More than a third of the citrus acreage in San Bernardino County has been converted to nonagricultural use. These are the meaningful measures which dramatize the fantastic rate of urban development.

"In the course of this expansion we have seen the creation of a bewildering number and variety of new districts, corporate entities and overlapping tax structures. All of us have noticed and many of us have become concerned about such problems of service as schools, transportation, sanitation, land zoning, water supply, hospitals, housing, roads, air pollution control, and almost everything else. Hardly anyone as yet has begun to figure out what a real attack on the problem of urban sprawl would cost in terms of both personnel and money.

"It is true that national income has doubled since World War II. But so, because of the defense build-up during the last 10 years, have federal expenditures. But local government spending, that is, nonfederal, has gone up five-fold. Nearly every local government budget has skyrocketed. The federal government still spends twice as much as all of the other governments put together, but the total nonfederal spending, that is, cities and counties and states ($47 billion for this year) is larger than either the federal defense budget or the federal budget for all other domestic purposes, including farm subsidies.

"Peter Drucker, the Professor of Management at the Graduate School of Business at New York University, points out that it is no longer true as it was in the New Deal days that the federal government is the only government that really matters, but most people still talk as if it were. Indeed, Mr. Drucker goes so far as to say that the present administration in Washington can claim to have stabilized government expenditure only in one sense. Federal spending may be said to have been stabilized but only at the cost of unstabilizing the budgets of state, of county and of local governments.

Competition for the Tax Dollar

"We must recognize what may be the root of the problem: growing competition among governments for the tax dollar. And frankly, we are running out of tax sources. We are beginning to reach that stage where our units of government are reaching into each other's pockets for the financial support of vitally needed services. For several decades in our recent history there has been a more or less unofficial but generally accepted allocation among the various levels of government of the sources of tax revenue. Taxes on income and on the sales of selected goods and services have been the backbone of support for federal activities. States have relied primarily upon sales taxes and to a lesser extent on taxes on income and property. Local governments have taxes on property almost exclusively.

"Whether this historic division has been good or bad is perhaps beside the point. At least we used to know rather generally where we stood. But in recent years we have begun a process of scrambling up our taxes to a point where the structure may soon become so confused and so contradictory that it will lose all sense of order and logic. Even more serious, we may find that some of our tax sources will begin to break down because of the cumulative effects of this unplanned overload.

"Cities and counties here in California have been pushed by financial pressures into the sales tax areas. Some cities on the East Coast are moving into the income tax field. Local excise taxes are becoming more common. The growth of subventions from one government to another is obscuring the cost of financing and only the property tax structure seems to be staying put at the local government level. But each of you knows how the piling of special district upon special district is adding layer upon layer to the level of the property tax until it sometimes seems as though one more increase will be the end.

"I am not talking about the cost of government as such. Taxes have never been popular, particularly in the spring of an election year. I think we can safely say that no rational person can foresee or predict any material lessening in the overall cost of our public services, at least until we can safely reduce our military budget. On the contrary, it is likely that as the demands of the people for services of government continue to grow, the costs

of government will, if anything, continue to rise. But what is not generally recognized, perhaps, is that the truly spectacular rise in costs in recent years has been in the local and state rather than in national costs, leaving aside for the moment our military budgets. And most of these increases have risen from the needs for new services, for new capital outlays, schools, roads, buildings, which this urban sprawl which I have previously mentioned has generated.

Solutions Must Be Found

"While the problem is perhaps most acute and certainly most complicated in the huge metropolitan complexes, it is by no means limited to them. Scores of cities and counties throughout California are feeling the pinch of how to provide the facilities and services we need and still live within the ability of our tax resources to provide them.

"Characteristically, we have turned to organization to solve the problems, to annexation, to district consolidation and the like. This is an important and a necessary step in many cases, but it does not solve the basic financial problems.

"I wish that I could propose a simple, painless solution, but I am afraid that none exists. I do believe, however, that answers must be found and soon. Unless we can bring some better order out of our financial structure at all levels of government, we may wake up to find that important functions are in danger of strangulation in this financial morass.

"Three suggestions are becoming popular:

"(1) Interest in financial and monetary policies today, focused almost solely on the federal government, will increasingly have to take all government budgets into account. The revenue and budget aspects of all our assorted governments could be brought together and analyzed by the National Council of Economic Advisors and the report of the Joint Congressional Committee on the Economic Report. We may even have to go further and consider, as the British do, giving one government agency the job of coordinating all public spending, taxing and borrowing.

"(2) It is widely suggested that we may have to spell out clearly and give priority to what our nation must do if it is to survive. Everybody agrees to this in principle, but there is no agreement on what the most urgent survival needs are. Defense is undoubtedly a survival need. But how about higher education? And what kind and how much defense? The midwestern congressmen will put farm subsidies in this category, and certain other colleagues of these congressmen will include the depletion allowances for oil wells. Setting priorities will involve overriding someone's pet projects. It won't be popular, but it may be necessary.

"(3) We may find that the acceptance of any new program may depend upon our giving up government functions that have outlived their usefulness. Only a sharp drop in defense needs would give us enough budgetary elbow room to add new things without cutting out old ones, but such an eventuality does not seem likely in the near future.

"I shall not name specific activities which I think might be relinquished in favor of new and vital programs. It is a matter for the most careful study. However, I will say that liberals in particular who want government to take on new worthwhile tasks should lead in the cutting out of unnecessary tasks and in a general improvement in our efficiency in public functions. Every thoughtful move in this direction is a good one.

"It has been well said that no water-main break, however spectacular, ever wasted one-hundredth of the water that drips out of leaky faucets every day. The faucets in government need checking continually.

Another Point of View

"There is one other point of view that I would like to describe to you briefly. A very able economist, Francis Bator, has outlined the basic viewpoint in his book, 'The Question of Government Spending'. He deals with many of the arguments advanced against further government expenditures. For example, he answers the argument that more government spending will inevitably result in the starvation of the private sector of our economy. He points out that, on the contrary, the most effective means for eliminating our pockets of poverty — means such as public health measures, provision of more cheap power, education, irrigation, housing and the like—involve more, not less, public spending.

"Conservatives often lament their feeling that emphasis on the public sector of our economy slows down the technological advances on which, by their argument, our economic progress chiefly depends.

"Does anyone really believe that we would be farther ahead in the develop-

ment and peaceful application of nuclear techniques, electronics, jet propulsion, agricultural husbandry or disease prevention and control, if the government had not supported research and development efforts? Does anyone honestly believe that we would be further along in these fields if private spending had tried to carry the burden alone, or that more private people with advanced professional training would be available if education had not received such public help as it has?

"John Galbraith goes further. He contends in his new book, 'The Liberal Hour,' that the boogey of inflation has now replaced the boogey of socialism as the barrier to enlarged and improved public services. To meet the basic problems of public finance, Galbraith advocates a liberalism which calls fundamentally for a new pattern of redistribution of wealth, not as between one group of individuals and another, but as between private purposes and public purposes. Only by planned public effort can we turn the tide of urban sprawl or arrest the squandering of the rich heritage of our natural environments. Only through public service can we develop more intensively through education our human resource, our manpower capacity. Thus we could intensify our efforts to foster economic redevelopment in other parts of the world, narrowing the dangerous gap which now separates us in our comparative plenty from the rest of the planet in its poverty.

"Finally, the commitment to spend for such purposes might eventually free us of the hateful choice between an armaments race and a depression.

To Sum Up...

"I began this afternoon talking with you about 'urban sprawl.' We looked at the reasons behind 'urban sprawl', some of the complications it brings, and some suggestions for the coordinated public financial policies that might back a successful attack upon these problems. Finally, I have urged upon you the responsibility for considering such basic questions as: How much must we tax? How much should we spend? And what units of government should do this taxing and this spending?

"I urge you men and women here today to be prepared to think ahead in these areas. I have chosen to discuss them with you because they may be at the heart of the decade that lies ahead. I have chosen to discuss them with you because I think you know where I stand on specific issues of current importance. I think you are concerned with me about fundamentals, and not just the sensational controversy of the moment. It may well be that the hope of the free world and the promise of our own national future may depend in no small part upon our successful anticipation of the kind of questions that I have raised today."

John R. Hann

Commander, The American Legion Department of California

President Gruhn introduced John R. Hann, Commander of the American Legion, Department of California, who spoke as follows:

"It is with a great deal of pride that I represent and bring you the greetings of the American Legion of California.

"Our two organizations, I think, are similar in many degrees. You, as active trade unionists or labor union workers, through the years have fought and know the meaning of real fighting for the privilege of individual freedoms, to select your course of action and work, to believe as you want to believe, and work as you want to work under the proper working conditions.

"I know somewhat whereof I speak. While I have not had the privilege myself, I did grow up in a family of a very active member of the Carpenters Union in Compton, California. My father was secretary-treasurer of the Carpenters local there for many, many years, and there were many occasions when we discussed some of the issues of the time as seen through the eyes of that particular carpenter.

"On this particular occasion I am more concerned that perhaps you understand the American Legion as its present policies are known to us in California today. We have through the years had a great deal of cooperation between our two organizations. There are many Posts throughout the nation that are organized principally and composed almost entirely or entirely of union labor members.

"There have been many occasions when our organizations have cooperated to secure the degree of justice and freedom for individuals that we both believe to be so vital to our nation. The American Legion is principally a patriotic organization. We have dedicated ourselves to two major aims. One is the rehabilitation of the disabled veterans, the sick and their widows and orphans, and the other is the matter of patriotism. We call it Americanism or patriotism. By whatever title, it means to me the value of citizenship.

"Certainly there should be no more receptive audience in America than a union convention to understand the meaning of citizenship. I refer particularly to a statement that I saw not too long ago inscribed in plaster over a meeting hall in San Francisco when I attended a particular hearing of a state bureau. Up in the plaster over the stage were these words, which struck me as being perhaps one of the finest expressions that I have heard as it applies to our particular program. It stated, and I quote: 'Participation in the rights of citizenship presumes participation in the duties of citizenship'.

"To me, that encompasses our present day problem in Americanism. Those of us who assume the privileges of being citizens of the United States of America do so willingly and gladly, and we are proud to be Americans and we are proud to say so, but how many of us are equally proud and equally willing to step out and do that little bit extra to teach our children and teach our neighbors the full meaning of citizenship, or perhaps to better inform ourselves of some of the issues that confront us as citizens so that we can better take care of our obligations as citizens of America?

"I think that if our organizations together could get our own members to more fully understand the obligations entailed when they accept the rights of a citizen, many of our present day problems in America would be solved.

"I could go on at great length about some of these problems. The American Legion has by virtue of its own programs, concerned itself very largely with programs for the youth of our nation. Many of you here are Legionnaires, and I know you know those programs.

"We are proud of them, and I think that those programs do bring tremendous results in the teaching of the meaning of citizenship to our future citizens, as well as our future leaders, and we proudly work in that field with our utmost strength to gain a good end.

"But in addition to that, we have lately had called to our attention something that hit most of the newspaper headlines in the world, and that was the fact that there was in front of our convention just a little over a month ago in San Francisco, a political demonstration on the sidewalks at that convention. The newspaper called them 'pickets' and I think by Webster, that is probably a proper title, but as the son of an old union man, I know what a picket line is, and I think you have a problem there as well as we have.

"We have a problem in the lack of understanding of the principles for which the American Legion stands, in the fact that we have for years fought for the rights of individuals to express themselves, to have freedom of worship and to work and live as they please. We have fought for those second to no other organization. You understand them because you have fought with us on practically every occasion.

"We need to see to it that the normal citizen of America understands those principles which we believe and for which we fight, even if they might not always agree with some of the methods to get there.

"This is what made America strong; not the fight over objectives, but the fight over methods, and I submit to you that if we allow to develop in America a situation wherein a dissident or political group can march in front of one of our organizations with political banners and be called 'pickets,' that they are defaming the good name of the normal picket who has given his good name for picketing for a just and lawful reason for those items which he believes in principle as a trade union member, and I think this is a concern for all American citizens.

"I think we must understand the meaning of 'citizenship,' the objectives of our principal organizations in America, and we must learn to express ourselves on those objectives and in those organizations, fully and with a strong degree of individual responsibility.

"In coming to you today to visit with you, I wanted to leave that principal point of view of mine, and I believe of my organization, that in America today we as individuals must accept our responsibilities as citizens and we must do something about that responsibility today."

Darold D. Dacoe, Jr.

Past Commander, Veterans of Foreign Wars, Department of California

President Gruhn next presented Darold D. Dacoe, Jr., past Commander of the Veterans of Foreign Wars, Department of California, who spoke as follows:

"I bring you the greetings of the State Commander of the Veterans of Foreign Wars of the United States, Mr. John Schweizer. He is very sorry that he could not personally be here because of a prior commitment. He is driving to Detroit to

attend the national convention of the Veterans of Foreign Wars, but he asked that I convey those greetings to you for him, and on behalf of our many thousands of members within the state of California.

"In 1899, a group of Spanish-American War Veterans banded together for a purpose, a purpose that was necessary because at that time the men being discharged from the service received the magnificent sum of $13.61, which represented their muster-out-pay, their pension, their compensation, their travel pay, and everything else that they got from the government for their service.

"They recognized the need for an organization that would go forth and represent the veterans and make for future veterans a good program. We can't help but feel today, because of this group, the spirit of united people, that the veterans' benefit program was a result of that collective bargaining on their part, something that they had learned from organized labor.

"We feel a particular kinship with your organization, because most of our members are workingmen, and many are members of labor unions.

"I did not come today prepared to give an address, but merely to bring those greetings, and I would like to leave you with a chuckle, because I realize that you have a busy convention, and I think this would best set forth what I would say in closing.

"It seems that there was a young Irish boy over in Ireland who was going to come to the United States, and when his next-door neighbor learned of this, she went over to him and said, 'Michael, my son, went to the United States many years ago and I haven't heard from him. When you get over there, will you look him up, and will you tell him to contact me?'

"So Michael asked, 'Mrs. Dunn, tell me, where does he live?' 'Well,' she told him, 'he lives in a little white house in Connecticut.'

"He said, 'All right, Mrs. Dunn, when I get to the States I will look him up.'

"So, sure enough, Michael came over to the United States, and after his first day going through customs and so forth, he arrived in New York. As he was walking down Times Square he saw a bus saying 'To Connecticut.'

"So he got on the bus. Pretty soon the bus driver said, 'We are now entering the State of Connecticut,' and Michael pulled the cord and the bus stopped.

"It was a service station. Michael went up to the service station attendant and said, 'Tell me, sir; where can I find a little white house?'

"The man replied, 'We have one right around at the rear.'

"Sure enough, Michael walked around to the rear of the service station and there was a little white house. As he walked up to the door, a man came out and Michael asked, 'Pardon me, sir; are you Dunn?'

"The man said, 'Yes.'

"And Michael exclaimed, 'For goodness sakes, write your mother in Ireland, she is worried about you!' "

Ed M. Gaffney

Assemblyman, 24th District
San Francisco

President Gruhn introduced Assemblyman Ed M. Gaffney from the 24th District, San Francisco, who briefly greeted the delegates.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Policy Statement I
Full Employment and the Economy

(a) As the culmination of the near-stagnant rate of economic growth during the Eisenhower years, another recession inspired by tight money and penny-pinching "budget-balancing" policies appears to be in the making for 1961 on the basis of key economic indicators, such as a 5.5 per cent June rate of unemployment, the decline of the real purchasing power of weekly wages, depressed economic activity in crucial areas of the economy, administered pricing practices, and the impact of short-sighted application of automated processes.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) To achieve full employment and a rate of economic growth of about 5 per cent annually for the nation, organized labor stresses the need for reversal of tight money policies, assertion of federal initiative in getting urgently needed programs off the ground, and a more equitable sharing in the fruits of our rising productivity.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) In view of the deep deterioration of public service facilities as a result of the complacency encouraged by the Eisenhower Administration's attempt to elevate private gain to the position of our foremost national value, organized labor calls for a national soul-searching and rededication to a national goal of a more balanced development of our resources utilizing the principles of sound municipal, metropolitan and regional planning.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 74—"National Full Employment Program."

The committee report:

"Your committee recommends that the first Whereas be deleted in its entirety, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Policy Statement II
Taxation

(a) The new Administration and Congress taking office in January, 1961, must reverse the trend toward increasingly disproportionate and burdensome federal taxes borne by American workers by closing the many loopholes permitting wealthy individuals and corporations to escape their fair share of taxes.

The committee report:

"Your committee recommends that this portion of the Policy Statement be amended by inserting on page 160, the first paragraph on the left column in line 6, before the word 'market', the word 'current.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 25—"Federal Income Tax Exemption for Vehicles Used in Employment"; **Resolution No. 213**—"Federal Income Tax Exemption for Vehicles Used in Employment."

The committee report:

"These resolutions are similar; namely, the objective of obtaining certain type deductions with respect to vehicles used in business.

"Your committee recommends concurrence in **Resolution No. 25**, and further recommends that **No. 213** be filed."

The committee's recommendation was adopted.

Policy Statement II
Taxation

(b) The reorientation of California's regressive tax structure, which at present places the main burden of taxation upon the lower income groups through its reliance principally upon sales and other consumer levies, constitutes a major target of California labor's legislative program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement III
Labor Legislation

(a) The restoration of a semblance of bargaining equality for working people, to assure a healthy balance in the distribution of the fruits of America's advancing productivity, requires the repeal of both the Taft-Hartley and the Landrum-Griffin Acts and their replacement by legislation based on the principles contained in the Wagner Act, together with the enactment of an anti-corruption measure designed to prevent corruption in labor-management relations without undermining the bona fide functions of unions.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 66—"Protest Kennedy-Landrum-Griffin Act"; **Resolution No. 210**—"Landrum-Griffin Law."

The committee report:

"The subject matter of these resolutions is similar; namely, protesting against and urging repeal of the Landrum-Griffin Law.

"The committee recommends that **Resolution No. 66** be amended by striking in the title and line 8 of the Resolved, 'Kennedy', and as so amended recommends concurrence and approval of **Resolution No. 66**, and further recommends that **Resolution No. 210** be filed."

The committee's recommendation was adopted.

Resolution No. 2—"Delete Section 14

(b) From Labor Management Relations Act."

The committee report:

"Your committee recommends concurrence in this resolution, but also wishes to commend the National Building Trades Department for its activities in attempting to obtain the repeal of this section of the act."

The committee's recommendation was adopted.

Resolution No. 95—"Change NLRB Procedure In Representation Elections."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement III
Labor Legislation

(b) The application of the principles of democratic determination of collective bargaining representation demands repeal of California's so-called Jurisdictional Strike Act and the enactment of a measure establishing the procedure for the implementation of organizational and collective bargaining rights in intrastate commerce.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) The basis for denial to millions of workers of even the most modest wage and hour protections under the federal Fair Labor Standards Act in present day America is beyond labor's conception. We reaffirm our dedication to extending coverage to the more than 20 million working people now excluded, to raise the minimum wage level to $1.25 an hour, and to update the Fair Labor Standards Act's 40-hour work week provision so that all workers enjoy a standard 7-hour day and 35-hour week.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 37—"35-Hour Week"; **Resolution No. 96**—"Thirty-Hour Week Under FLSA."

The committee report:

"The subject matter of these resolutions is similar; namely, the liberalization of the national wage and hour law.

"Your committee recommends concurrence in **Resolution No. 37** and further recommends that **Resolution No. 96** be filed."

The committee's recommendation was adopted.

Resolution No. 38—"$1.25 Federal Minimum Wage Law."

The committee report:

"The committee recommends that the last Resolved be stricken, and as so amended your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 35—"Prevailing Union Area Wage Rates In Government Contracts."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 230—"Prevailing Union Wage Rates in all Government Service Contracts."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 29—"Extend Coverage of Davis-Bacon Act."

The committee report:

"The committee recommends that the first Resolved be amended by inserting in the last line after the word 'facilities' the words 'to include maintenance and repair'.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Policy Statement III
Labor Legislation

(d) A state Fair Labor Standards Act providing a minimum wage of $1.25 an hour for all workers in California is a top priority requiring positive action from the state legislature in 1961.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV
Unemployment Insurance

(a) Based on the experience of the 1958 recession, followed by continuing high rates of unemployment and economists' predictions now of another recession in

1961, it is urgent that Congress act to establish minimum federal standards which will ensure operation of this social insurance program to accomplish its basic purpose.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) In keeping with the responsibility assumed by California in establishing an unemployment insurance program under the tax incentive provisions of the federal Social Security law, irrespective of the needs for improved federal standards, we call upon the 1961 session of the legislature convening in January to correct major deficiencies in the California program by the passage of legislation which would:

(1) Increase, within a liberalized benefits schedule, the maximum weekly benefit payment from $55 to $70.

(2) Provide additional benefits for dependents at the rate of $5 per week for the first dependent and $2.50 for each additional dependent within a maximum total dependency allowance of $20.

(3) Provide for the payment of the one-week "waiting period" on a retroactive basis to workers who are unemployed for more than one week.

(4) Establish a maximum 39-week duration period within the basic benefit structure on a permanent basis without regard to the level of unemployment.

(5) Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, employees of non-profit organizations, and of city, county and state government.

(6) Abolish "merit-rating" or "experience rating" as a system of financing unemployment compensation alien to the concept of a social insurance program.

The committee report:

"Your committee recommends with respect to Policy Statement IV (b), that subsection (2) be amended by striking the heading in its entirety and inserting the following:

"(2) Provide benefits for dependents at the rate of $5.00 per week for each dependent up to five.

"As so amended, your committee recommends concurrence in this portion of the policy statement."

An inquiry from Delegate Helen Hardeman of Packinghouse Workers No. 78, Salinas, in regard to coverage of agricultural workers under subsection (5) was answered by Chairman Small.

The committee's recommendation was then adopted.

Acceptance of Late Resolutions

Secretary Pitts announced that a number of resolutions had been received after the deadline set by the Federation's constitution. A motion by the secretary to accept these resolutions was adopted by the convention.

Adjournment

On motion by President Gruhn, the rules were then suspended, and the meeting was adjourned at 4:35 p.m., to reconvene at 9:30 a.m. on Tuesday, August 16, 1960.

SECOND DAY

Tuesday, August 16, 1960

MORNING SESSION

The convention was called to order by President Gruhn at 9:42 a.m.

Invocation

President Gruhn introduced Rabbi Irving Hausman of Temple B'nai Israel who delivered the following invocation:

"Lord, our God, at this great labor conference we hail the accomplishments of this great force in American life. In the last few generations labor has won its rightful place among the vital and creative forces in America, and we pray that it may always remain so.

"In the present critical juncture when America and the entire free world are fighting for survival against the forces of tyranny whose aim it is to destroy our precious freedom, we should all do well to reappraise our purposes and our goals. We must remember that labor will not remain free unless America remains free, and the freedom we want to preserve can be purchased only at the price of sacrifice and self-negation in its behalf.

"We pray that all Americans of all races and classes and creeds will unite and work together for the goal that unites us all; the preservation of the principle of the dignity of man; the preservation of American democracy; the preservation of freedom throughout the world. Amen."

Greetings

Secretary Pitts read the following greetings to the convention:

Letter from the Communications Workers of America, Office of the General President:

On behalf of the more than 350,000 communications workers represented by the CWA, I extend fraternal greetings to you and all the delegates to this most important convention of the California Labor Federation.

All of us in the labor movement are aware of the tremendous victory won two years ago over those who would have foisted the misnamed 'right to work' law on the citizens of California. Your success then stands as a record—an all-time top for major political mobilization on a specific issue.

I am sure that in this significant political year, California once again will be mobilized to vote for those who best represent the hopes and aspirations of the working people of your great state.

With every good wish for your continued success, I remain

Sincerely and fraternally,
/s/ J. A. BEIRNE, President

Happy to report California Labor Federation-NAACP-Community Service Organization voter registration drive reaping excellent results. Thanks to Federation support and cooperation, thousands of new registrations pouring in from major minority group concentrations throughout California. Best wishes for successful and productive convention. Fraternally yours,

HERMAN GALLEGOS, President
National Community Service Organization

P.S. Urge every convention delegate register to vote before Sept. 15 deadline.

C. J. Haggerty

President, Building and Construction Trades Department, AFL-CIO

President Gruhn then presented to the warm applause of the delegates C. J. (Neil) Haggerty, president of the Building and Construction Trades Department of the AFL-CIO, who addressed the convention as follows:

"I want first to express my warm gratitude for the splendid reception accorded me this morning from many of my old friends with whom I worked for so many years in this Federation. You know the old song they have, 'It Is So Nice to Come Home To.' It applies here, I think, very aptly.

"I have listened to the speakers telling how well this Federation has functioned, its accomplishments for its own people, the state and the nation, and it is a warm feeling to know the work this Federation does: delegates assembled in convention executive council meetings, time after time handling the many various and com-

plex problems of this great state; and always its sound position after discussion, after obtaining every bit of information available to its officers and to its delegates assembled in convention, invariably coming out with a sound, sensible, logical and constructive program.

"My short stay in Washington has convinced me that this Federation is held in the highest esteem throughout the entire nation. It is recognized for its constructive attitude, its forward-looking program, its accomplishments.

"I am always pleased to hear the people in Washington, in government as well as in labor, point to the work of this Federation, its advance with the times—sometimes ahead of the times—its accomplishments for its members, for those who work for a livelihood; and this is uniform.

"I think you would like to know this. It is uniform throughout Washington. We are recognized in California, and I say 'we', because I can still speak as a delegate to this convention for the last—at least 24 years, and can still speak with some knowledge of the operations of the delegates of this convention. It is recognized because its committees devote so much time to the work assigned to them.

"It is very seldom that you see conventions as well organized on the opening day as this convention. It was a thrill to sit on the platform yesterday morning and to again watch the opening of this great convention; a thrill in one respect, a little sadness in another respect, for I was not a part of this organization to open this convention as I have for so many years.

City of Fond Memories

"This city has for me many fond memories as well as some sad ones. In this city I was first elected an officer of the old Federation in 1936. I became its president that same year upon the death of the then president, Jim Hopkins. I presided, as you know, at these conventions and served as your president for seven years until I became secretary-treasurer in 1943. And so Sacramento, while we have had many rough times here legislativewise in the operations of the executive officer of this Federation, nevertheless holds some fond memories of my early days in this great body.

"I want to point out now that the compliments which were extended yesterday by some of the speakers, including the Governor, to myself personally must be given not to me, because the head of this Federation must depend upon the complete, close support and cooperation of the delegates and the affiliated unions. The staff of this organization, as indicated by the reports before you, by the method of their drafting and the soundness of their approach, certainly must be given great credit. Likewise, credit must go to the officers for the many long hours and weeks spent in preparation for this convention by them and the staff.

"You come to a convention that is well organized, with materials prepared for your consumption, your analysis and your action. So I want at this time to present to the staff my deep appreciation for the years of work, and hard work, they put in on behalf of this convention; to the delegates of this convention and past conventions, and the affiliated unions, because no one man, no small group of men, can be successful without the support of the main body by whom he is employed and for whom he works.

A Great Warm Feeling . . .

"Coming back to California to a convention of the California Labor Federation, AFL-CIO, is a great warm feeling. I wouldn't have missed it. I should be in Washington where the Congress is now in session. I received phone calls this morning about some problems that we have there with the bills pending before the committees and before both houses. But I just couldn't miss my own Federation convention.

"I am sorry that I cannot stay the entire week, but I must leave tonight and get back there to see what can be done to assist the force we have working. The time is all too short. I shall leave it to Jack Shelley and to the following speaker, Nelson Cruikshank, who are well equipped to give you the information that you, I know, want to have with respect to the present status of legislation before this session of Congress.

"I want to come back to my own Federation (I shall always look upon this as my own Federation as long as I live) and remind you that the accomplishments of this Federation were done because of the unity of action in conventions of this character. After analysis of the problems, debate on the floor among the delegates, the committees and so forth, once a decision was reached, it was then a simple matter for the officers to carry out the mandate. And invariably, with very, very few exceptions, the officers received the full and complete support of the delegates

of the affiliated unions and all the membership throughout this state.

"We are praised for our fine labor laws in California, and I think rightly so. In comparison with other states, we do stand out a bit in that respect. Here again, while it took a lot of hard work—seven days and seven nights a week during the legislative sessions — on the part of the staff and officers, nevertheless all this was with the knowledge that we had behind us—as I am sure that your present officers have behind them—the rank and file, the officers of the unions, to render assistance; to come and testify as experts before committees because of their intimate knowledge of the problem which was pending at that time before the legislature. That has always been a great source of strength; it always will be to those who are here today. And the things that we accomplished came because of that support.

Affiliation Means Strength

"In my recent work as the president of the Building and Construction Trades Department, AFL-CIO, and my knowledge of state federation functions, I can look with pride upon the number of affiliates here in this Federation, while recognizing that there are still many who are not in affiliation with this body. And in the short stay that I have had in Washington I find the weaknesses existing throughout the country are because the local unions are not affiliated with their building trades councils in the respective areas and with their state federations. Where you find a weak union area, either locally or statewide, you find a very small impotent and useless state federation and an almost useless building trades council.

"I just met with the executive board of the Building Trades Department and also all its general presidents. I guess I am a little bit of a novelty to some of these gentlemen because of my experience here and the things that you have taught me. In the survey that I have made hastily, without any good information but enough to indicate the problem, where we have the building trades councils, we have good strong towns; good federations, good strong states. Where the affiliation is weak and there is some cheating on the part of the various unions taxwise, we have a weak federation. Its accomplishments, therefore, are comparable to its size and strength and to its devotion to the job at hand.

"So my experience here will stand me in good stead, I think, throughout this country, because I know that I shall have the courage, the material, the figures and the facts to point out just what is wrong and then to try to find ways and means to correct it; pointing out the fact that when they compliment this Federation they do so in light of the facts that we do have a large affiliation, we do have unity of purpose and action, and we do have the courage to examine the facts as they are, to put emotion aside, to put all other factors aside which are pertinent to the main, ultimate objective, and act accordingly.

"I know that has always been the situation here. When we appeared before public bodies or before committees, we always had the facts; we had the action of our convention of 2000-plus delegates, a membership of 800,000 tax-paying members of this Federation, and we could state that without equivocation on a factual basis and say we spoke for that many people in this state. They represented a cross-section of this great state. They meant a lot. They were active in their communities, in their social affairs, in their work, in their government and in the state. And because of that fact, California has grown and with it has grown this great labor movement.

"I know you have a lot of work to do. It is not my intention to make any major speech here this morning, or to attempt to get into specifics because I think that is the place of the convention itself and the officers thereof. But I do want to express to you my warm and deep appreciation, my eternal gratitude for the support you gave me as your secretary-treasurer, for the help you gave me as I worked with this group. I know you will give the same help to the fine officers you have chosen in the case of Secretary Pitts and President Al Gruhn. You have chosen two outstanding men, and may I say to you in passing, if I had not thought you would choose them, I wouldn't have left you!

"So, again, let me express to you my sincere thanks for your warm greeting, my pleasure in meeting so many of my old friends, and my determination to keep coming back to California at every provocation. I still keep my home in Los Angeles, I still vote here, I will be a delegate to this covention as long as I can walk or see or get to the convention, for I love to be with you.

"Good luck to all of you and Godspeed!"

Thanking Neil Haggerty for his speech, President Gruhn said: "Thank you very

much, Neil, for those fine words. I can only say this: the labor movement of California owes you a great tribute for the work that you have done, and the fact that you have given your entire life to the trade union movement; first, in fighting the open shop conditions in the Los Angeles area in the building trades council there, and then coming to leadership in the California labor movement and building this into the greatest federation in the United States; and also leading us in bringing about the most progressive legislation in the United States so far as enactments by state legislatures are concerned.

"In you new position as president of the Building and Construction Trades Department, AFL-CIO, I know that all the delegates join with me in wishing you Godspeed, and may He guide you as He has in the past to bring about an improvement in the conditions legislativewise back in the national Congress. I am sure that, with your help, we can get a better reaction from our senators and congressmen back in Washington, D. C.

"Again, thank you very much."

John F. Shelley

Member, House of Representatives from California

President Gruhn then introduced John F. Shelley, member of the House of Representatives from California, who addressed the convention as follows:

"As I sat here and listened to Neil Haggerty, I could tell from Neil's voice that he was experiencing the same sort of a feeling I, myself, have had each time I return and have the privilege and pleasure of attending our State Federation convention. There is a litle twinge in the heart, a little tear in the eye, a little quaver in the voice, because it was here that we started, and it is here that our hearts and minds still rest.

"I first met Neil at the convention of this Federation in this very city in 1936. In this very hall it was my privilege to have bestowed upon me the office of president of the State Federation of Labor, and to work with Neil Haggerty, Tommy Pitts, Al Gruhn and the members of the board and the affiliated unions in that capacity until 1950, when I stepped aside because of my election to Congress in 1949. It is always a pleasure to come back to the people whose future you believe in, and whose problems you have a sympathy and understanding for — and there are lots of problems.

"The problems I face from day to day in Washington are in some respect no different from the problems I faced across the negotiating table when I was president of the San Francisco Labor Council, or in my capacity as president of the State Federation. Neil is facing the same type of problem today, but on a larger and broader basis. There is one thing I want to tell you: Neil is finding that working as president of the Building Trades Department in Washington, and working on legislation in Washington, is quite different from working with the well-knit, well-tied together organization that is known as the California Labor Federation.

"Representing labor in Washington in a legislative capacity or as a representative of one of the departments is a tough job.

"Shortly after Neil arrived in Washington, my wife and I had his wife and some of our mutual friends to our house for a little dinner, and Neil said to me, 'Jack, why the hell didn't you tell me what kind of a squirrel's cage I was getting into back here?'

"My answer was, 'Neil, you have been in the labor business long enough, and been to Washington often enough, and you are old enough that you should have known.'

"Now, that was said by Neil without any disparagement of the job he holds, but with an inner feeling that he hated to leave this one for the promotion to the one he now has.

The Reconvened Congress

"Yes, you have problems in Washington, you have problems there right today; minimum wage, health, help for the aged, picketing, are being discussed, recussed and cussed in the Senate. The House is supposed to have gone in session yesterday, but I was alerted by John McCormack last week that there was nothing scheduled for this week until next Monday because the Senate did not have time to act. That is why I am here and not there. I am returning tomorrow.

"I sincerely hope that something will come out of this reconvened session, but I am not sure that there will because of the political atmosphere that will surround every speech and the political overtones that will be in every movement and in every gesture made on the floor.

"Labor has its work cut out for it for

many reasons. Last year we went through the Landrum-Griffin fight. There were 132 labor stalwarts who voted for the substitute which I had the privilege of proposing as labor's proposal—and we were defeated. We figured that this year, being an election year, some of the boys from the South and the Republican leadership might soften their resistance to the enactment of a decent minimum wage bill, but they did not. Organized behind the scenes was the same coalition of die-hard southern Democrats and Republicans under the leadership of Charlie Halleck of Indiana, who is the spokesman for the White House in the House of Representatives and is now the spokesman for the Republican candidate for President, Mr. Nixon. Landrum and Griffin again offered amendments which reduced the coverage and reduced the amount recommended by the committee from a dollar and a quarter to a dollar and fifteen cents maximum.

"The bill went to the Senate where the same tactics are being used by two great Republicans, who say when they talk to people that they are 'liberals' but whose actions prove what they are, in the persons of Mr. Dirksen and Mr. Goldwater, with Mr. Nixon presiding over the Senate.

"So the talk about adjourning this session by Labor Day is in my humble opinion, preposterous. We won't be out of there before the middle and possibly the end of September if we are to come back with anything good for the people.

"A civil rights bill was passed earlier this year which gave very few real rights. It was the type of bill that those of us who have fought over the years for civil rights could not vote against because it at least laid a foundation upon which we hope that we can build. But the really liberal, the really forceful, measures that we had offered were stricken down by the same coalition.

Postal and Federal Employees' Pay Raise

"We did get a postal and federal employees' pay raise bill through, which had been bottled up in the committee for practically the entire session. And let me tell you a little history of that bill.

"The President of the United States first came out and said he was opposed to any pay raise for any federal or postal employees in this session of Congress. When members of the Civil Service and Post Office Committee, under the leadership of Congressman Morrison of Louisiana and Chet Holifield of California, were able to get a bill giving a nine per cent raise, the White House then said they would veto any legislation which offered more than a five per cent raise.

"We had the bill on the floor, and we canvassed and checked the members. Being the Assistant Whip or Assistant Democratic floor leader, I have charge of about nine Western States. We found that we would probably be about 15 votes short of overriding a veto if we passed the nine per cent bill. We then took another check, and when we found that we could get the votes to pass a bill giving a seven and a half per cent raise, we decided to amend the bill because we felt it made more sense for the employees to get a raise they needed even though it was only seven and a half per cent, rather than make a vain fight for nine per cent which we knew would be vetoed and which we felt we would not have the votes to override. So we finally passed the seven and a half per cent bill. But the last talk against the bill was made by the Republican leadership on the floor of the House of Representatives.

T-H, L-G and Election Support

"Now let me speak about some facts for just a moment. I want to relate to you some of the personal experiences I have had in the last several years when I talked to my friends in labor about campaign assistance. Some of them say, not only to myself but to other members of Congress and candidates for federal office: 'Well, we can't help you. There's nothing we can do for you because of Taft-Hartley and now Landrum-Griffin.'

"It's a little surprising when people whose cause you have fought say: 'There is nothing that we can do for you.' Nobody knows better than I how you are restricted by these laws. I appeared before the Congress in 1947 and argued against the enactment of the Taft-Hartley Law. You know my position in advising many of you on its restrictions and on where it applied and where it did not apply as long as I was an official of the labor movement. You know my position in resisting and fighting Landrum-Griffin and pointing out the many hidden restrictions in that vicious bill. But, you know, here is where my friends in labor make a mistake. Candidates don't always want money. There are many things you can do for your friends. You can supply volunteer help for them; you can do some door-to-door precinct work by soliciting your membership and telling them the record of a Congressman who has been your friend.

"This is the point I want to stress: When you sit back and hide behind the restrictions of these vicious laws and reduce your activity in the political effort by labor, you are doing exactly what those who proposed these laws have hoped you would do. You are restricted, you are afraid, and you become stagnant. You tell those who risk their political future that there is nothing you can do for them. Then, as time goes on, you will find some of them will be less interested in your problems and in doing anything for you. This is human nature.

"It is not money. And nobody asks you or expects you to violate the law. But there are thousands of things you can do. And for you own good and the good of your members, look at the voting records of candidates for federal office to whom you cannot give money, and for your own salvation and future give them some help and not just lip-service.

This Is a Year Of Decision

"This is a year of decision for the American people. This is a year of decision in which labor is greatly involved. Over the past seven and a half years we have seen the economic trend of this country skillfully changed from a program where consideration was given to the problem of the mass of the people, the workers of this country and the small businessman, to consideration for nothing but the problem of the interest-taker, the banker, the big investor and the big corporate officer. We have seen the policies of this country, if we had any policies, in the field of foreign relations lose friends for us, bring criticism and disgrace upon us. We have seen a growth and spread of Communism throughout the world where the Communist nations now have control in areas 90 miles from our shore.

"And why? Why? Because of a complete lack of policy on the part of the present Administration and a desire to spend more time on the golf course than on the job!

"We have seen this same Administration unite, and now day-to-day uniting more, and the supreme effort will be made here in California, to foist upon the American public a man who has helped make these policies; a man who is now trying to divorce himself from them—their candidate for president, in the person of Mr. Nixon!

"Look at Mr. Nixon's record! Look at his record! He has never been your friend, nor has he had any understanding of your problems.

"I come here to say to you: yes, some months ago I made my decision because I served in the House of Representatives with both of the candidates for President; and I made my decision on that record and on personal observations as a man who has belonged to a trade union since I was 15 years of age, to be for Jack Kennedy in this election right down the line!

Kennedy, Morse and L-G

"I spent about four days in the State of Oregon in late April and early May making talks for Kennedy, unfortunately against one of my best personal friends and one of yours—Wayne Morse. And I had to make those talks because of a misunderstanding. Let me tell you exactly what I said there which helped clear up that misunderstanding, because Senator Kennedy carried Oregon against Wayne Morse in his own state, which was rather unfortunate for Wayne. But Wayne will make it up, because he's a courageous liberal, too.

"The story was being told, by those who wished to damage Jack Kennedy, that he was responsible for the Landrum-Griffin Act and that if he had listened to Wayne Morse's advice, there wouldn't have been a bill.

"Now, this is completely untrue. When the bill passed the House, it was a more vicious piece of legislation than that which is now the law. It went to the Senate. The Senate referred it, adopted it with some amendments proposed by Goldwater. It then went to conference. The chairman of that conference committee was Senator Kennedy and on it was Senator Morse. And let me tell you (there were also five members of the House of Representatives and there were five Senators), that if it had not been for Wayne Morse and Jack Kennedy, you would have had the bill as it passed the House, which, as I have said and I repeat it, was a worse proposal than that which is now the law.

"Senator Morse and Senator Kennedy got into a disagreement simply over tactics. Morse said: 'The Committee should go back to the Senate and say we are unable to arrive at an agreement and we ask the Senate to vote on the House proposal now'. It was his belief that the Senate would have refused to accept the House version of Landrum-Griffin.

"Kennedy, however, had been in touch with the labor checkers and representatives and I had been in touch with all of them; and our check and our tally and our

poll showed that the House Bill would have passed the Senate by 14 votes.

"So wanting to weaken or cut down some of the more drastic provisions, the committee brought back, with only Senator Morse dissenting in the committee, the best they could get, which is exactly what each and all of you do in negotiations if you know that in the end you will get nothing unless you bring back the best you can get.

"That is the story. It was simply a question of tactics.

The Kennedy Research

"Look at the record over the last 14 years of this man in the House and in the Senate. Not one bad vote in the tallies made over the years! And I say to you, if this country is to achieve its leadership and we are to keep a free world; if labor is to be given back its dignity in the halls of government in this country, then my friends in labor will forget any disagreements among themselves, will forget that some of them didn't like the idea of Lyndon Johnson becoming Vice President (which has plenty of merit), and you will unite behind the Democratic candidates, Kennedy and Johnson, and put labor back in a position where it will get respect!

"Yes, I am talking to you as a Democratic politician today, but I am also talking to you as one who in his lifetime has belonged to three trade unions and still carries a membership card and pays his dues in a union which, sadly, is not affiliated with the State Federation any more, but most of whose members in this state follow your policies and work with its officers.

"I am happy to be here. I am always happy to be with my friends in California. In Washington they usually refer to me as 'the Teamster they put a necktie on and sent to Washington.' And I don't deny it one bit!

"I want to wish your president and secretary, with whom I have worked, and all your officers many long years of success on your behalf, and to you delegates, many happy days and a successful convention."

Nelson Cruikshank

Director, Department of Social Security

AFL-CIO

President Gruhn next introduced Nelson Cruikshank, director of the AFL-CIO's Department of Social Security, who addressed the convention as follows:

"It is a real privilege for me to get away for a short time and come here to speak to this great convention on a subject that is very near to my heart, and I know to yours and all of organized labor.

"There are many reasons that I will not take the time to recite why I am happy to have had the opportunity at long last to accept an invitation from this great federation. Not the least among them is the chance to come out to Sacramento and see some of my friends from Washington. I was just saying to Jack Shelley: I have to come to Sacramento to see them, because while I like my job with the AFL-CIO, one of the troubles of it is that I have to spend all of my time with the opposition. Consequently, one of the penalties of working in Washington is that you don't have enough time to spend with your own friends. I have to come to Sacramento to see Congressman Shelley. You don't need to spend any time on men like Jack Shelley when you are trying to get liberal legislation through.

The Problem of the Older Workers

"What I want to talk to you about this morning is a problem that I know is one of very serious import to you as labor people, and as heads of families, as working people, as representatives of those who are confronted with serious social and economic problems, and that is the problem that we have in this country of the older people. Of course, the Social Security mechanism is the main program we have to help the older people in our population, and at the outset I should like to say a word of thanks to this great federation and its officers for the magnificent support that you have given to our efforts.

"From the day it was offered in Congress almost three years ago, you have worked up a mounting pressure, a mounting role of understanding of the principles that are involved. The support from this organization, its affiliates and its officers has been magnificent. I am sure that not only we, but those on whose behalf we are trying to enact this legislation, are eternally grateful to you for what you have done in this area.

"I will not take a lot of time to lay before you the nature of this problem. You are familiar with it. I know you are familiar with it because of the educational institutes you have had here and the efforts that have been made to acquaint your

membership and the officers of the nature of the problem that confronts us.

"Let me just review some of these essentials and highlights as a setting for the legislative picture which I wish to give you to back up the splendid outline on labor legislation that Congressman Shelley gave you.

"I want to talk about the present status of our Social Security legislation in this year 1960. You all know we have an aging population. People are getting older and people are living longer. It wasn't too long ago that I came into this world, and at the time that I was born, the life expectancy of a boy baby was only 47 years. A boy baby born today can expect to live 69 years.

"In this brief span of time, medical science has added 22 years to the life expectancy of a child born. Now, this is good, but it does mean that we have problems.

"Today there are 16 million people in America, or nine per cent of the population, who are age 65 and over. By the year 2000 we can expect there will be 29 and a half million people that are age 65 and over.

"Now, what happens to these people and what are their particular problems? Well, one of the things is that they experience at the time of retirement a sharp drop in income. In 1959, 60 per cent of these people age 65 and over were receiving Social Security benefits; 10 million of them were receiving these benefits.

Present Benefits Unable to Meet Catastrophes

"Now, the average primary benefit in those days and currently is $72 a month for an individual. Those now retiring are receiving on an average of $82 a month, and if they are a married couple and both are 65, the couple receives $123 a month. I need not spell out to an intelligent audience that $123 a month isn't the basis for luxury living, let alone the basis for meeting the various catastrophes that can arise to an older couple. By 1970, we expect that three-fourths of the older people will be on Social Security, and that seven per cent of them will still be drawing public assistance.

"A survey taken in 1959 by the Department of Health, Education and Welfare, showed that three out of five older people had an annual income of $1,000 or less per year. Just try to live on $1,000 a year! Nearly a quarter of them had incomes between $1,000 and $2,000 a year, but only 15 per cent of all older people had incomes above $2,000 a year, and that, goodness knows, is low enough—$2,000 a year, less than $200 a month!

"Now, at the time people experience this sharply reduced income, they also experience a sharp increase in their need for health services, because if you take the country over, people over 65 need almost three times—the actual figure is 2.8—almost three times as many days in the hospital, as many calls from doctors, as many days in nursing homes, and visiting nurses and all the other matters that go to make up help here. So they have a sharply reduced income at the very time they have a sharply increased demand for health services.

"In these circumstances how do they pay their medical bills? The majority of them do not enjoy health insurance as most of the rest of the population does, for the simple reason that once they retire, they are no longer a part of a group. Most of our private health insurance is group insurance negotiated with employers, or in some way taken as a part of a group, and when one retires, he ceases to be a member of the group.

"We know that even those who do have some insurance—and it is less than 40 per cent of them—it pays less than half of their medical bills. Four out of five of those receiving Social Security benefits made up the differences themselves out of their own meager incomes, and the rest had to depend on relatives, exhaust their savings, and after that, go on relief for the aid they needed for their medical care, or do without it. Untold thousands of the older people are simply doing without the medical care they need. That, certainly, is no solution to the problem.

A Problem for All of Us

"However, this is not only a problem of old people. First, it is a problem of our families. We don't separate the problem of children, the problem of working parents, from the problem of grandfather and grandmother and the retired people. What is a problem for them is a problem for all of us. This is a nation of families, thank God, and what is a problem for the aging father and mother is a problem for the younger people, too.

"When I hear the American Medical Association and the insurance lobbyists say, 'You shouldn't add this great burden of a billion and a quarter dollars a year for taking care of the old people to the budg-

et of the American economy,' I ask myself, and I wish I had a chance to ask them, 'Who do you think is paying for it now?' The working people of the country, the families, the father and the mother are paying for it, and sometimes it comes out of the education budget of the younger people just at the time they are trying to get a chance to live a little better life than their fathers and mothers had.

"We do not create a debt or a responsibility or a financial burden when we try a program of this kind. We just have a different and a better method of paying for a bill that is already here. The medical bill for the older people of America is with us now, and we are not going to get rid of it by shutting our eyes to it or sweeping it under the rug. All we are proposing is an equitable way of meeting a bill which already exists.

"There is another sense in which this problem is the problem of the younger people. The years of decision that are now with us—the time of decision of which Congressman Shelley spoke—is a decision that will affect all of the younger people. The kind of policies that are laid down today in the Social Security field will be the policies that you and I, and our children will face when the time comes to meet these expenses and problems of ours and their older years.

Private Insurance Can't Do the Job

"They ask us, 'Why can't voluntary or private non-government insurance take care of these medical needs? It takes care of 70 per cent of the working population.' Well, leaving aside how well it takes care of it—and that is a big problem in itself, because it pays less than a third of the whole bill—leaving that question aside, the very fact is that non-government insurance—that is, Blue Cross, Blue Shield, commercial insurance and all—can't meet the problem of the older people because this is a high risk group, so you are going to have either premiums so high that people on a retirement income can't pay them, or you are going to have benefits so low that it doesn't meet any important part of the problem.

"This is the dilemma in which we are caught, and why we say that you must do this through the social insurance mechanism.

"It was facing up to this problem that three years ago Andy Forand of Rhode Island introduced the Forand Bill. He said that there are built-in disadvantages to private insurance, and he pointed to this rate structure which I have just recited. But, he said, there are also built-in advantages to using Social Security to meet this problem, and those advantages are two: you can spread the risk over the whole population, and you can spread it back over time so that all of us during our working years can pay a small increase in the Social Security tax which will give us a right to health benefits when we reach retirement age. And do you know what the Forand tax bill would have meant? A maximum of 23 cents a day. For 23 cents a day for people in their working years, they could meet the current needs of those already retired and establish the benefits right for themselves when they reached retirement age.

The Forand Bill

"I think you are familiar with the Forand Bill. It would provide hospital care and nursing home care. It would permit the hospitals to set rates and negotiate them just as they do today with Blue Cross or the Veterans Administration or any of these other agencies. It would protect against interference of the government in the practice of medicine. And it would do all of this by a slight increase in the Social Security tax.

"Now, with our 25 years of experience with the successful operation of Social Security, it was the only logical approach to meet this ever-increasing problem of health and care for older people. But again, who was against it? Well, the AMA came along with their old cry of 'Wolf! Wolf! Socialized medicine!' They have cried, 'Socialized medicine' so long and so often against every proposal to improve the condition of the people, that I wonder that anyone still listens to them, but amazingly enough, some do.

"The NAM and the chambers of commerce were against it. And as you may have heard by this time, a group in Indiana holding a convention in the capital city of Indianapolis, also joined the NAM and the Chamber of Commerce and the AMA. This, you might be interested to know, was the undertakers' association. They, too, now are against the Forand Bill or any bill of this kind. It does seem to me that they probably had the most logical position of any of the organizations. I can understand why the undertakers don't want the extension of health care on the Social Security principle!

"On the other hand, the labor movement of America, liberal professors in our universities, the American Public Welfare Association, and, believe it or not, Business

Week in its editorial, the New York Times, Time Magazine, have all come out in favor of our proposal. Our problem is to get it in a position where we can get favorable action in Congress.

"This is the problem. This is the situation with respect to a proposal of organized labor, which I am proud, and I know you are also proud, of having been in a position of leadership in meeting this problem of older people, not only for our own members, but for older people everywhere, whether or not they ever pay a penny of dues to support our organizations.

Where Are We Today?

"Now, where are we today? It is a common thing to hear some speaker say, 'We in America stand at the crossroads.' Well, as I heard someone say the other day more aptly, 'We may stand at the crossroads in 1960, but the difficulty is, this is one of those cloverleaf deals,' and I think that is about the situation in regard to this legislation. It is not only at the crossroads, but it is a pretty complicated situation, and I want you to bear with me a moment because it is a very important consideration.

"Where is the Forand Bill? As you probably know, as such, it never got before the House of Representatives, and the reason is that in the Ways and Means Committee of the House that handles all of this kind of legislation, there is that old combination of Dixiecrats and northern Republicans. That meant the Forand Bill provisions were not in the bill reported to the House floor under a closed rule. Congressmen like Shelley didn't have a chance to vote on the Forand Bill. They had to vote on a bill which was very inadequate, simply to get a vehicle over to the Senate where we hoped to rewrite the principles of Social Security as a way of meeting this problem. So they voted as we asked that they would do, to report H.R. 12580 and get it over to the Senate, where we hoped it could be patched up.

"As reported out, the House bill simply provides that the health and care of the aged be taken over on a relief basis after a means test and a pauper's oath. It takes us back in social legislation a hundred years.

"It is now before the Senate. The Forand Bill itself, H.R. 4700 is dead. But the Forand principle is not dead, the Forand idea is not dead. There are a number of bills. Senator John Kennedy has a bill in that carries out the principles. Senator McNamara, Senator McCarthy, Senator Gore, Senator Engle of California have bills in that carry out these principles, and all of these bills are before the Senate Finance Committee.

"Here again, however, we have one of these little cliques headed by that forward-looking statesman, Senator Byrd of Virginia, and he is chairman of the Senate Finance Committee. So after two days of quick hearings and a day of executive session, they reported out a bill that was a slight improvement over the House bill, cleaned up some of its administrative monstrosities, some details that I don't need to go into. But let me say that the bill that the Senate reported on, while it doesn't carry our Social Security principle, does not carry the Forand principle, does constitute a good vehicle to which the Social Security principle could be added, and we would have a decent program.

The Anderson Amendment

"Now, the Finance Committee had had before it the Anderson Amendment. Again, the coalition of Dixiecrats and northern Republicans, not one single Republican voting in our favor on the Finance Committee or on the House Committee, but this combination again turned down the Anderson Amendment which would have carried the Forand principle. But in the Senate there is no rule like there is in the the House prohibiting amendments, so Forand type legislation in the form of the Anderson Amendment could be added on the Senate floor. Either late this week or early next week, believe me, the battle of the century will be on, for that is exactly what we propose to try to do.

"The liberal members will introduce the Anderson Amendment on the floor. It will carry the principles of the Forand Bill, with somewhat reduced benefits, in order to meet a very limited cost determination. This is the important battle. In this fight every senator's vote might well be the determining factor. Every senator's vote is important.

"Let me recall for you for a moment the battle for disability insurance in 1956. You were interested in that, too. It is almost to the day that that vote passed; in fact, August 17. It will be four years ago tomorrow that that amendment was on the floor of the Senate. We had to amend it on the floor then just as we have to amend this bill on the floor. We won that battle four years ago by a vote of 47 to 49 in the Senate.

"Think of it! A switch of one vote would have meant a tie in the Senate. As I sat

in the galleries I saw the unusual spectacle of the Vice President, Richard Nixon, in the Chair. He isn't there very often, but he was there that day four years ago. He was there, moved in for the kill. He expected a tie vote, and he was prepared and committed to vote against the disabled people of America to keep them from getting their Social Security benefits, but we did not have the tie vote and he didn't get a chance to do that.

"In that year, one California Senator was for us. The other California Senator, Senator Knowland, was against us, and since that time you have taken care of Brother Knowland here in California!

"This year we hope and expect that both California Senators will be with us, and either vote from California might well be the determining factor. With the Eisenhower Administration, the Department of Health, Education and Welfare, the combined lobbyists of the commercial insurance carriers, and industry, and the NAM and the Chamber of Commerce all working mightily against us, it will be a tough, hard battle to get 51 Senators to vote to restore the Forand principle on the floor of the Senate, but I believe we can do it with continued hard efforts.

Social Security Act's 25th Anniversary

"You will recall that Sunday, just day before yesterday, was the 25th anniversary of the signing of the Social Security Act. The executive council of the AFL-CIO, from whose meeting I have just come, had a dinner in Chicago celebrating that event. Twenty-five years ago last Sunday, the people of America, under the leadership of Franklin D. Roosevelt, made a basic decision. They said the pauper's oath, the poorhouse, the old people going down before relief with their hat in hand and literally begging for public charity, was no way to take care of the problem of poverty and unemployment and old age in America. The way to do it was by a social insurance program. That basic decision was made 25 years ago.

"Today on the Senate floor, while I am here talking to you, there is a bill reported out by the Senate Finance Committee which in its present form goes back beyond those 25 years and tells us that the older people who are ill, who need hospital care, who need nursing homes, who need visiting nurse services in their homes, who need the aid of a practical nurse or a trained nurse, as the case may be, are to go before the case worker and the local welfare office with their hat in their hand and say, 'Please give me a little help. I'm ready to take the pauper's oath.' This bill that is before the Senate today carries us back those 25 years and says 'That's the way to handle this problem.' And we in the labor movement say: 'We don't want to go back. We want to go forward.'

"I say to you, my friends, that the poorest, the saddest, the sorriest way that we could observe the 25th anniversary of Social Security would be to go against that decision that was made twenty-five years ago and to go backward!

"I know this great Labor Federation wants to go not backward but forward. You have been tremendous in the help that you have given so far, and I know that you want to establish the principle of social insurance where a person gets his health benefits as a right and not as public charity, just as he gets his retirement benefits when he is 65 as an earned right to which he has contributed during his working years. A right, not a charity!

How Labor Must Help

"I know that you will help. Your way to help today is to pour those telegrams in to your Senators and say: 'Let the California delegation in Congress, and particularly today in the Senate, stand together and support the Anderson Amendment to the House Social Security Bill.'

"I hope you will do it. I hope you will get your local organizations to do it. I hope you will get your churches, your lodges, your fraternal orders and the societies of older and retired peoples all over this great state to let the Senators know that with all of their talk of the help for the aged, now, this week of August 15, 1960, is the week not for talk but for action to prove they are the friends of the old people. The support of the Anderson Amendment will be the sign that they are the friends of the old people.

"Now is the time for action. You let them know that you expect the right kind of action so that in 1960, the 25th anniversary of Social Security, we don't go backward; we go forward!"

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation reported for the committee as follows:

Resolution No. 191—"Suspending or Revoking Contractor License."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 24 — "Eliminate Labor Contracting in Construction Industry."

The committee recommended concurrence.

Delegate Fred Adam of Carpet, Linoleum and Soft Tile Layers No. 1247, Los Angeles spoke in opposition to the resolution.

The committee's recommendation was adopted.

Resolution No. 176—"Sanitary Facilities On Construction Jobs"; **Resolution No. 205** —"Cleaning of Temporary Toilets on Construction Projects."

The committee report:

"The committee recommends with respect to the Resolved in **Resolution No. 176,** that subsection (1), in line 1, be amended by striking the words 'kept clean' and inserting the words 'freshly painted when delivered to the job site and cleaned and disinfected every third working day'.

"As so amended, the committee recommends concurrence in **Resolution No. 176** and recommends that **Resolution No. 205** be filed, since both involve substantially the same subject matter."

The committee's recommendation was adopted.

Resolution No. 177—"Strict Enforcement of Laws Pertaining To Licensing of Contractors."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 181—"Amend Contractors State License Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 4—"Bond Contractors For Payment of Wages"; **Resolution No. 23**—"Bond General and Sub-Contractors in the Construction Industry"; **Resolution No. 31**—"Bond Contractors For Payment of Wages"; **Resolution No. 171**—"Require Contractors' Financial Ability Bonds"; **Resolution No. 193**—"Contractor Bonding For Failure To Pay Fringe Benefits."

The committee report:

"The subject matter of these resolutions is similar; namely, the requirement of bonding various classifications of contractors to insure the meeting of all of their obligations, including the payment of wages.

"The committee recommends that the Resolved of **Resolution No. 23** be amended in line 8 by inserting after the words 'Labor Code' the words 'including, however, the alternative of depositing with the California Labor Commissioner's Office of any such bond'.

"As so amended, the committee recommends concurrence in **Resolution No. 23;** and further recommends that **Resolutions Nos. 4, 31, 171 and 193** be filed."

The committee's recommendation was adopted.

Resolution No. 185—"Listing Sub-Contractors."

The committee report:

"With respect to this resolution, in the Resolved, line 13, after the word 'authority' insert the words 'except where any sub-contractor is not in compliance with conditions required of the contractor'.

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 187—"Licensing Owner-Builders"; **Resolution No. 207**—"Restricting Owner-Builders."

The committee report:

"The subject matter of these two resolutions is similar; namely, the question of licensing so-called owner-builders.

"Your committee recommends concurrence in **Resolution No. 207,** and further recommends that **Resolution No. 187** be filed."

The committee's recommendation was adopted.

Resolution No. 201—"Water Closets on Construction Projects."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 190—"Posting Plan And Specifications on Projects."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 203 — "Licensing of Floor Covering Contractors."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 206—"Remove Exemption of Specialty Contracts From Contractors' License Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 250—"Strengthen Contractors License Law."

The committee report:

"With respect to the last paragraph of this resolution, your committee believes that some specific period of time should be indicated and believes that an individual would not be actively engaged if he had not done any work for three months.

"With this construction of that paragraph, your committee recommends concurrence."

The committee's recommendation was adopted.

Recess

There being no further business, the convention was recessed by President Gruhn to reconvene at 2:00 p.m.

TUESDAY AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:15 p.m.

John F. Henning

Director of Industrial Relations
State of California

President Gruhn introduced John F. Henning, State Director of Industrial Relations, who delivered the following address:

"It is a great honor to address this third convention of the California Labor Federation; and in the personal sense, it is an honor in a great way to be here again with Neil Haggerty, with whom it was my pleasure to serve for ten years. Also, of course, it is an honor to be on the platform with Tommy Pitts—a man completely devoted to the best interests of the trade union movement; a man of great personal integrity; and a man in whose care the traditions of the labor movement will be safe and secure. And it is also a personal honor to be here with my close friend Al Gruhn, whose entire life after having achieved the majority, if you will, has been devoted to the advance and the progress of the trade union movement.

"It is a pleasure for me to extend to all of you the greetings of our State Department of Industrial Relations. I do not believe there is any need to explain in detail the functions and the obligations of that department. The Labor Code of the State of California declares it to be the purpose of our department to aid, foster, promote and develop the welfare of the wage earners of the state and to increase their opportunity for profitable employment. To that purpose we are committed, and all of the divisions of our department are dedicated to the service of that commitment.

"No, I do not believe you would find it interesting today to have a detailed review of the functions or the legal jurisdictions of the department. And so I would give you, if you will, a performance report on some of the more critical areas of operation which we have undertaken within the past year.

The Agricultural Crisis

"You will recall at this convention of the State Federation one year ago in San Diego, we were aware of the approaching storm in agricultural labor. In the 12 months which have ensued, this agricultural labor crisis has become one of the great economic, social and political issues in the life of California.

"Now, there are many reasons which we might offer to explain the prominence of the struggle in the present life of California, but primarily the development of the crisis—and it is a crisis for the good—the development of the crisis is due to the determination of the heretofore abandoned and scorned and rejected farm workers of this state to exercise their God-given freedom of association by joining the Agricultural Workers Organizing Committee, AFL-CIO.

"I submit without any hesitation that it is a crisis for the good of the community, in the same sense that Roosevelt, through his policies in the 1930's, made it inevitable there would be an industrial crisis when he recognized for the first time in federal law, the right of workers to organize and bargain in unions of their choice. Not since the 1930's has there been a union campaign which has so touched the heart of California labor. Not

since the 1930's has there been a union campaign more deserving of public sympathy, of moral and economic support than this crusade—for it is that—this crusade of impoverished men and women to achieve and obtain a minor part, just a tiny share of the wealth of America —that wealth which fosters—and properly so—foreign aid programs for underprivileged millions on other continents; that wealth which identifies us as the most prosperous nation on earth.

"Our department is proud to report to you this afternoon that in this developing crisis we have made a serious, and I say constructive and progressive contribution toward equity and justice in agriculture.

Industrial Welfare Commission

"Let me cite just a few of the contributions that our department has been able to make since the convention of one year ago. First, the Industrial Welfare Commission. This is a five-member body, and two of the members of the Commission are delegates to this convention, Mae Stoneman of the Waitresses Union of Los Angeles, and Johnny Quimby of the Central Labor Council of San Diego.

"This Industrial Welfare Commission within the past year voted to extend the protection of the minimum wage law, the regulation of hours and conditions of employment, to the women and the minors who labor in the fields of California agriculture.

"And so we become one of four states of the 50 to protect the agricultural workers by minimum wage legislation. So, in effect, that program which was lost in the legislative halls one year ago was won by the courage and the devotion of the three commissioners who voted to extend coverage. The vote was three to two, and I say that the farm workers of this state and all of us who believe in the cause of humanity in industrial relations are also indebted to Mae Stoneman and to Frances Larsen for casting that historic vote.

Industrial Safety Board

"Number two, the Industrial Safety Board, a five-member body, in which a member of this convention is a participating figure, Ralph Bronson, of the Operating Engineers Local 12 of Los Angeles—the Industrial Safety Board within the past year adopted rules and regulations which have the full force of law affecting the transportation of farm workers, to the effect that we will never again have in California the tragedy of Soledad, where in June of 1958, on a downtown street in Soledad, 13 Mexicans burned to death, burned alive because they were locked like cattle in a labor contractor's truck.

"Number three, this same Industrial Safety Board has ordered the processing of, and is prepared to give final action upon agricultural safety orders.

"The agricultural workers of the state have been under the protection of general industrial safety orders which don't answer the peculiar hazards of agriculture, and so perhaps by November—certainly within this calendar year—we will have for the first time in this state a series of safety regulations pertaining to the agricultural industry, as we do now for the ship and boat building industry, for the electrical industry, and for other industries that have peculiar safety problems.

"Number four, the Division of Industrial Safety, under the direction of Tom Saunders, for the first time since the adoption of the law establishing that division in 1913 is inspecting farm operations with its personnel on the same regular basis as other industries and occupations are inspected.

Division of Housing

"Number five, housing. We are indebted to the legislature of 1960 for approval of our departmental proposal, which was backed to the hilt by the Governor and which doubled the number of personnel in the Division of Housing devoted to the inspection of farm labor camps. And I would like to commend Lowell Nelson in this regard for instituting a policy of preoccupancy inspection, which means that even though our legal jurisdiction obtains only when the camps are occupied by five or more persons, the Division is now inspecting camps in the off-harvest season for the convenience of the grower and the protection of the worker. This we are willing to do to meet the economic needs of the enlightened growers, but needless to mention, if at any time the kind of housing that so often identifies California agriculture, which is not fit for human existence is brought to our attention, then the camps will be shut down, whatever the season, whatever the day, whatever the crop, or whatever the harvest!

Division of Labor Law Enforcement

"Next, labor contractors. In the early period of the strike in the San Joaquin Valley, the Division of Labor Law Enforcement, under the leadership of Sig Arywitz, turned back hundreds of strike-

breakers who had been recruited in Skid Row areas (and I trust that you will understand that we have every sympathy for the unfortunate men there recruited) for the sole purpose of breaking strikes.

"The Labor Code of California requires that when men workers are recruited for strikebreaking purposes they are to be so advised and so informed. They were not so advised and informed, and the strikebreakers by the hundreds in the early phase of the action by the AWOC were turned back from the farm operations. In fairness, the growers are now advising the recruits of just what they are about to undertake, and this, of course, brings compliance with the law. Of course, it also follows that they are having more difficulty in recruiting these strikebreakers.

Sanitation in the Fields

"I would say in the next area we come to one of the unnoticed stories of agricultural labor that is indeed startling: sanitation in the fields.

"Within the past year it was brought to the attention of our department and the Governor's office by the farm workers' unions that in almost every agricultural county in California, farm workers were denied the elementary benefits of sanitation—which is to say that when they worked a full shift out in the fields they did not have even the primitive toilet facilities that most of us accept as a part of a civilized existence. The inevitable result of this was the practice of the farm workers, certainly justified under the cruelty of the system, for urination and defecation on the crops on which they were working.

"This is not only a threat to the health of the workers involved because of the contagious nature of resulting disease; it is a threat to the consumer public of California.

"I cannot help but think that many of those who enjoy abundant tables and who have no sympathy for the farm workers, if they were made aware of the history of the harvesting of the foods before them, if they had an opportunity to view the motion pictures taken of urination and defecation in agricultural labor, might reconsider their entire concepts and attitude toward the agricultural workers.

"Through the offices of the Governor, four departments have been working on this problem: Agriculture, Employment, Health, and Industrial Relations. And we can say that in about 10 per cent of the state we have brought about some reform through portable units, and the growers are in agreement that reform is needed. They sensed the devastating loss to the agricultural economy were the full facts of the abuses understood by the consumer public; and they have worked with us and with local health authorities and have agreed that only legislation such as we have in the industrial sphere can bring about the needed reform.

Division of Apprenticeship Standards

"And finally, I would mention the services made available by our Division of Apprenticeship Standards under 'Chuck' Hanna to the enlightened growers' organizations, offering a means whereby workers in the mechanized operations on the farm can achieve apprenticed skills for the good of the growers, for the good of the community.

"It is encouraging to appreciate that these reforms are new to California; and we can with conscience take pride in them. It is encouraging in a more profound way to realize that, however resented they might have been by the growers, they have, in large, won their acceptance and in that acceptance we have the promise of the future.

Conciliation Service Banned

"But there is one agency of our department still banned by the growers, by the Farm Bureau Federation, by the Associated Farmers, by the DiGiorgios; still denied the right of existence. And this story comes to the very ethical and moral heart of the question of the agricultural crisis. I refer to the services we would offer through our conciliation agency: a completely civil service entity, from the executive officer down through the staff; a division not committed to any political philosophy, but committed only to the building of industrial peace and the elimination of work stoppages.

"All of us have read not only from the spokesmen of the great growers but, indeed, from the small growers (and this is the one deadly charge thrust against labor in the field of agriculture) that it is immoral for union labor to strike a farm operation at harvest time and thereby jeopardize the economic investment of the grower.

"There are philosophical answers we might give to this. We might say, for example, that no responsible system of morality could condone an economic apparatus the success of which requires the degradation and the exploitation of human

beings. But we will leave the philosophical approach and come to the practical, pragmatic matter before us.

"Until the day arrives when the growers of California are prepared to recognize the right of their workers to organize and bargain; until the day arrives when they sit down with the AWOC, then they have absolutely no moral right to question the freedom of the farm workers of this state to strike their operations in order to obtain an adequate wage!

"This is the heart of the question, and every other action taken is on the fringe areas. They refuse to recognize the natural right of men to organize and bargain. And I would say to them that our Conciliation Service is ready to adjudicate industrial disputes and agricultural disputes 24 hours of the day. But until the day, again, when they recognize the natural rights of men to organize, they should expect no sympathy from the public and certainly no sympathy from the trade union movement of this state.

Secretary of Labor and Governor Commended

"I would like to commend two men for the role which they have played in the developing crisis which has for the first time allowed the agricultural workers to stand on their own feet. The first is the Republican Secretary of Labor, James Mitchell. However much labor might have agreed or disagreed in certain areas of dispute in the past, there can be no question that Mitchell's position on the agricultural disputes has been the moral position, the right position. He has declared himself in favor of the right of farm workers to organize and bargain; he has declared himself in favor of the minimum wage for agriculture; and moreover, as we know, in this state he has refused to allow the government of the United States to import Mexican braceros for strike-breaking purposes. And this goodness in Mitchell should be honored and acknowledged.

"And I would say that we must commend also the man without whose activity the success of the farm workers to date would have been impossible: the Governor of California. And for this principal reason: The farm workers never could have gotten off their stomachs and faced the DiGiorgios and the great growers on terms of reasonable equality were it not that the liberal majority, Brown-appointed Supreme Court legalized union labor's right of organizational picketing. Organizational picketing is the only defense of labor against the growers who would dismiss, who would harass, who would run out of town, as they have in the past, those in the agricultural areas who would dare to unionize and organize. The growers have no stand to stay them on this, for the federal labor laws do not protect the organizational rights of the agricultural workers. The Supreme Court decision on organizational picketing is beyond question the most significant labor decision issued by the State Supreme Court in the modern history of California.

"And I would add this: I believe, as we all do, I trust, in the non-partisan concept of Gompers, that labor should reward friends and oppose enemies, regardless of party affiliation. The Governor, in his address yesterday, spoke on the possibility of another administration in 1963, but I am sure that no one in this room would be naive enough to believe that if the Governor's office returned to the Republican party and the legislature returned to the Republican party, that the liberal majority of the State Supreme Court would long survive. It would again be the court dominated by the philosophy of the great business interests of California.

"The state Republican party is the vehicle of reaction, make no mistake about it, and in this city a week ago last Saturday, by platform declaration, the state Republican party declared war on the agricultural workers of California. So again let us remember the work of the Republican Mitchell and the Democrat Brown in assisting the farm workers in changing the old order in agricultural employment.

Secretary Pitts Commended

"I would like also to commend the secretary-treasurer of this organization for the fact that wherever he has gone throughout the state, whether it is to a building trades convention in Long Beach, or the Theatrical Federation here, or before other trade union bodies around the state, he has made it his first point to bring to your attention the need for loyalty to the farm workers, the morality of their cause, and the hope that they will find victory.

"I would close with a reference to the impending political elections. I appreciate that your own endorsement convention will not be held until September 15th, but it is obvious that Kennedy will be the selection of the labor movement of this state and of this nation.

"This is obvious for one compelling reason, if no other. The AFL-CIO ratings

on Kennedy's legislative career on labor-management questions are 100 per cent good. The ratings on Nixon are 93 per cent bad. We know of the clay of which he was made in California. There is no need to detail his career. There is no need to detail what would happen were the Nixon wing of the Republican party in control of the powers of government.

"We are of an international age. We are of an age of social and economic crises which threaten the freedom of mankind, and the greater investment in the future in the presidential election rests in the hope of world democracy and world peace.

"Mr. Eisenhower is a man of great honor. He recalls the definition of a gentleman as one who would not knowingly offend or injure the feelings of another. Mr. Eisenhower has been the international gentleman, and I think all of us appreciate the contrast between Eisenhower and the barbarians who have risen to power by murder and treachery of the Soviet Union in the slave states of the Soviet orbit. But he does not understand that the world crisis is basically an economic and a social crisis, and that it is focused in worker rebellions in Asia, Africa and Latin America. So, however well intended, he brings no knowledge or undertsanding to international affairs. It is no wonder that, one by one, we have lost our allies until there is the real and apparent danger that we could, within the next four years of such continued decline, stand alone.

"Imagine how catastrophic it would be to the American world position were we to send out to meet the emissaries of turbulent Africa, revolting Cuba and Latin America, and into the social areas of Asia, a man who would be primarily concerned with the security of investments of Shell Oil or Standard Oil, and only secondarily concerned with the well-being of the peoples of those exploited countries.

"We will defend by our own traditions, the private investment rights of the corporations of this country, but no American is obliged to defend their economic imperialism. No American is obliged to be responsible for the labor relations and the political influence of the Shell Oil or Standard Oil or any American corporation in Latin America, in Asia or in Africa.

The Message of America

"The Democratic party under Kennedy, in accord with the traditions of Roosevelt, understands this. We have a message to bring to the underprivileged persons of the world, but primitive capitalism can never be exported to the advantage of the United States. We have the gospel of Franklin Roosevelt to bring to Latin America and Africa and Asia. We have the proposals of free trade unionism, of workers' rights, of public support for free education, of aid for the aged and the needy. We have the concepts of social democracy, and this is the only message that the underprivileged millions of the world will understand and respect in 1960.

"It is beyond the capacity of Nixon or the Republican party to understand this. So in the next few months, as we work for the election of the Democratic ticket, we will be contributing not only to the advance of labor and America, but in a more profound sense we will be contributing to the lasting cause of world peace and world freedom, for it is within the power of the uncommitted peoples to decide the future of freedom or totalitarian slavery. To what greater destiny could we in our political activities be called than the service of world and democratic peace. This is the greater political destiny of labor in 1960."

Richard A. McGee

Director of Corrections
State of California

President Gruhn presented Richard T. McGee, State Director of Corrections, who introduced, to take a bow, several members of organized labor who serve in various capacities in the Department of Corrections.

These included John G. (Jack) Bell, a member of the Adult Authority; Fred Bensley, chairman of the Adult Authority; Walter Dunbar, deputy director of the Department; Joseph J. Christian and Chester Bartalini, members of the Correctional Industries Commission; and finally, the long-time friend and close associate of the California labor movement, Wesley D. Ash, special assistant to the director.

Richard McGee then spoke briefly to the delegates, as follows:

"Somehow or another I always feel some need to explain, although I think the time is running out when I should have to do that, why I should be interested as Director of Corrections in addressing a labor convention.

"It is primarily, I think, because you are one of the great economic and social forces in the state, and we deal with a social problem, a problem of crime and the peo-

ple who commit these offenses and what to do with them.

"You don't have to feel sorry for these people, you don't have to hate them, you don't have to have any feeling about them at all, but as a statistical reality they are here, and they are a part of the work force of the state or they are not a part of it.

"If they are a part of the work force, then we must find a way to make use of them when they are returned to your midst, which they are at the rate of some 10,000 a year.

"It may be of interest to you to know that our population within institutions as of today is a little more than 20,300, and that there are about 9,000 more under constant supervision in the community. These people are all required to be gainfully employed, and if they are not gainfully employed they soon revert to criminal and delinquent behavior and come back to us, and you are paying for them through the tax bill.

"Now, some of the things that many of the membership of this group have shown interest in is in improving the work skills of these people while we have them in institutions. This is a growing program. We have about 100 instructors, most of whom have come from the ranks of labor, because that is where they had to learn their trades, who are teaching crafts and skills in some 30 different occupations. We have found it desirable to call upon you and also upon employers to assist us with these training programs, to advise us as to what training was useful, what equipment was necessary. It is always a source of real satisfaction to me to call attention to the fact that there are some 300 members of labor unions in this state who are active members of our trade advisory committees.

"They are organized by crafts or by occupations. They come into our institutions and serve with us to improve the work skills of these people, so that when they return they will be better able to carry their own weight in society.

"Another program is the expansion of our conservation camp program. This has caused some apprehension in some quarters for fear that these men would be used to compete with free labor. I want to tell you that there is no intention policy-wise for this to happen. Your organization has appointed a committee made up of Al Gruhn, 'Lefty' Lackey of Bakersfield, Bryan Deavers of the State Building and Construction Trades Council, and Charles Robinson of the Laborers Union.

"We have met with them once. We have invited them to come and visit all our establishments and see exactly what we do, so that we now have a channel of communication for this particular program, and I am sure that any problems, real or imaginary, will be ironed out.

"It might be of interest to you today, in view of the headlines with respect to forest fires, that there are some 1200 of these men out there fighting those fires today. If they were not out there, labor forces elsewhere would be disrupted, people would be commandeered to go into the forest to fight the fires. Instead of that, it is being done in this way, making a doubly constructive use of this program.

"Another matter which I would like to mention—and should have mentioned earlier—is our relationship with your Community Services Committee, of which Mr. Sam Eubanks is chairman. This is again a channel of communication between labor and the agencies of state government who deal with human welfare. We have had one meeting between the Committee on Rehabilitation of the Governor's Council and this committee, and we hope we will have other meetings so that we will jointly be able to attack problems which are of mutual concern both to government and to labor.

"Now, in closing, I would like to say once more what I have implied all the way through these brief remarks, that I do appreciate the tremendous assistance and cooperation and understanding that we have had from your membership. I appreciate this relationship, and certainly we will do everything we can in the future to foster it."

Helen E. Nelson

Consumer Counsel, State of California

President Gruhn then introduced Mrs. Helen E. Nelson, State Consumer Counsel, who addressed the convention as follows:

"Every speaker invited to address this convention is proud to be on this platform. None could be prouder than I am.

"I have been coming to this convention for over ten years. I came first as an observer in the balcony. I came next as a representative of the Department of Industrial Relations to present the exhibit of that Department. I've talked with many of you individually. Today I have this happy opportunity to speak to all of you as Governor Brown's Consumer Counsel. This position is new for California, and except

for New York, new in this country. Many of you recommended me for appointment to this post. I thank you for your confidence. I am most grateful for the opportunity to serve you and all consumers of California.

"Let me say something first about how we use this word 'consumer.' What do we mean when we talk of ourselves as consumers? We refer to all those steps we take and all those efforts we make to convert a paycheck into a way of life.

"A man works, not for a paycheck—a piece of paper—but to provide a home and food for his family, to educate his children, protect his family's health, live in peace and dignity, and to extract from life such joys as he can.

"Ever since I lived as a child on a farm near the coal mines of Colorado I have observed and cheered the efforts of organized labor to better the lives of working people. While working in the Department of Industrial Relations I learned of the early union struggles from the grand old man, Paul Scharrenberg. More recently, I had the privilege of recording a good bit of your history myself in the publications of Maury Gershenson's Division of Labor Statistics and Research.

What Labor Has Achieved

"The change you have wrought in the status of the working man on the job is dramatically told in the law books. What they once called 'master-servant' relations has now become 'labor-management' relations.

"Once, not so long ago, it was not unusual for an employee to go to work on a job without knowing the rate of pay, the terms of employment, or the conditions of labor. He entered his employer's place of business, followed directions, didn't ask any questions, got in line on payday, and took what his employer said was owing to him. He was a servant who knew his master. There are almost no such places of employment in California today. Your labor-management contracts today often have pages of details on wage rates. They spell out night shift differentials, overtime rates, weekend and holiday premiums. They specify not only union security, but health and welfare benefits, sick leave, and pension plans. The proud result of your efforts is that not only the union member but all workers have gained increased dignity and increased purchasing power.

"For these gains I, and certainly every one of good will, congratulate you.

"But I must add, 'so far, so good.' After ten months as Consumer Counsel, I have news for you. Your job is only half done.

"A paycheck is only a piece of paper. The value of that piece of paper depends on what the worker can do with it when he spends it for the things he wants. And that is the other half of the job we have to do.

The Other Half of the Job

"Too often today the wage earner, turned consumer, has about the same status the employee did in the master-servant period. Either figuratively or literally, he enters the portals of a business, follows directions, gets in line, and pays what he is told to pay. Or worse yet, he promises to pay. Too often he can neither judge for himself nor confidently trust in what he is buying.

"In the grocery store, too often the labels on the cans have pretty pictures but not enough factual information to let him make a wise choice; the boxes are a maze of different sizes, more or less fully packed. It's the rare consumer who can find the best buy in instant coffee without a slide rule.

"The eggs are very likely dated, but the dating is in code so that the buyer can't know (though the seller can) how old they are. The coffee he buys reads one pound, but a government survey found two out of every five cans to contain less than a pound. He can't know which is which.

"As wage earners, your members have climbed out of the master-servant relationship, but as consumers, they have frequent cause to feel they are expected to accept a seller-sucker relationship.

"When you negotiate a contract you don't negotiate merely for 'good pay' or 'substantial increase.' You fight hard for a specific wage increase which is spelled out in the contract. Yet, your members spend the gains of your hard-won negotiations for 'easy' credit and 'small' service charges. This credit they are invited to accept, urged to accept, or given without asking. I don't need to tell you that the credit seldom turns out to be so 'easy.'

"Easy" Credit?

"For every $100 of credit your member leaves on the books of a retail store for a year he will pay probably $18 in 'small' service charges.

"How many wage negotiations — how

many years of employment did it take to raise his wages from $100 to $118?

"If he borrows $200 to take his family on a vacation or to get his wife into the hospital, he will probably pay 2½ per cent each month on what he owes to the money lender. This is equal to a true annual interest rate of 30 per cent. Yet, he might be able to borrow it for less than half this rate. Very, very few of your members, I believe, know the price of the credit they buy.

"California, and more particularly Los Angeles, have earned the title of the bankruptcy capitals of the world. A higher proportion of families go through bankruptcy in California than in any other state. Why? Who are these families? Who are the creditors? What kind of debts took these families into bankruptcy? We don't know. No state agency, no foundation, no university has done any research or can tell us about the characteristics and the causes of these family bankruptcies in California.

"Are we expected to write them off as suckers?

"Research to measure California consumer problems is almost completely nonexistent. Yet, by way of contrast, I read in the newspaper the other day that the Senator from Marin County walked across the street from the State Capitol to the Department of Agriculture during his lunch hour and got precise information on the number of acres of Marin County soil planted to walnuts and barley.

"A fundamental first step has been made by Governor Brown's administration to bring credit buying out of the jungle of completely unregulated prices and practices.

The Retail Credit Sales Act

"The Unruh Retail Credit Sales Act, part of Governor Brown's consumer protection program, was authored by Assemblyman Jesse Unruh of Los Angeles, and became law January 1, 1960. It pins down in writing for the first time the rights of consumers buying on credit. It provides that the credit buyer must receive a complete copy of his contract. It sets upper limits on the rate of credit charges and requires that the dollar cost of credit be set down in the contract.

"The Attorney General's office has prepared a pamphlet outlining the Unruh Retail Credit Sales Act in simple non-legal language. This pamphlet is called 'Know Your Rights When You Buy on Time.' Be sure to get a copy while you are here.

"I believe that the Unruh Retail Credit Sales Act will be the cornerstone of a growing body of consumer rights legislation. It will naturally be revised and refined as our experience grows and circumstances change, just as the workmen's compensation law and other labor laws have been amended to meet changing circumstances.

"Already the Unruh Act is giving us in the Consumer Counsel office, and many consumers, attorneys and law enforcement people, hope that we can put an end to a most vicious selling practice which I can only describe adequately as the shanghaiing of consumers.

"Referral Selling"

"Years ago young men who went into the waterfront bars of San Francisco risked being shanghaied into service as sailors. Union officials and responsible government officials long since have put an end to shanghaiing a person into a job. But right now, every night in California consumers are being shanghaied into debt right in their own living rooms. This is done by a particularly vicious type of bunco operation called 'referral selling.'

"This is how the referral plan works:

"A smooth-talking fellow makes an appointment to call at the house when both husband and wife will be home. He uses the names of another couple, friends or relatives, as an introduction. These friends have 'referred' him. Sometimes the friends write or phone you ahead of his visit. The salesman may pay you to listen to him give a demonstration. He may tell you he is selling nothing, but is advertising in the home instead of in the mass media. He offers to pay you a certain sum for each new friend or relative you refer to him as a potential customer.

"By this means, he urges, you can make some money — maybe enough money— maybe more than enough money to completely pay for the item he has demonstrated—a vacuum cleaner, a water softener, a hi-fi tape recorder, whatever. Of course, you will have to sign some papers, he explains.

"National sales organizations have national selling programs operating on just this seller-sucker basis.

"If you sign, you will sign a conditional sales contract—a promise to pay several hundred dollars at high interest rates. The salesman's promise to pay for your friends' and relatives' names will be completely separate and much less binding than your

promise to pay for the item being purchased. But a sale has been made, a sale of an unwanted, overpriced item to an undesirous, unsuspecting consumer. A wage earner has been shanghaied into consuming.

California Fights Back

"Responsible business, together with local and state government are fighting this racket in California. Better Business Bureaus and reputable trade associations deplore its use. In Governor Brown's administration we have set up a task force to work with local law enforcement agencies. This task force includes the Consumer Frauds Division of the Attorney General's office, the Corporations Commissioner, and the Consumer Counsel. We need your help and that of our attorneys to stamp out this vicious sales scheme.

"Alert your members to the dangers of strangers posing as friends, or friends of friends. Alert them to the inescapable importance of their signature on a contract. You have learned the importance of preserving your membership lists from exploitation. Urge your members to preserve the names of their friends and neighbors from exploitation by these living room racketeers.

"We hope and pray that these practices will be held by the courts to be in violation of the Unruh Act. Charges have been filed now in several different counties.

"Your job is only half done. The wage earner as a consumer has not progressed yet from the rough and tumble waterfront conditions of the last century. Though it's been many a decade since a wage earner could be shanghaied into a job he didn't want, he still today can be shanghaied into becoming a consumer and a debtor.

"I am glad that you of organized labor are identifying labor's strength with the need to improve our status as consumers.

Next: Improve Wage Earners' Spending Conditions

"As wage earners' working conditions have been improving, the American economy has expanded, the country has prospered.

"Now the great need is to improve the wage earners' spending conditions.

"We will have to assert and stand on the principle that free enterprise and individual initiative are the prerogatives of consumers no less than of producers and distributors.

"We must restore and keep our free enterprise system as a place where sellers seeking profits and consumers seeking a dignified and fruitful way of life meet on their own initiative and deal with each other in mutual respect and on an equal footing.

"This is the essence of free enterprise. This is the democratic way.

"In the struggle to restore equal status to consumers, the Consumer Counsel can be a voice. I shall be proud and eager to be that voice. But remember, it is the consumers themselves who are the force.

"The AFL-CIO is the largest organized group of consumers in the United States. There are other consumer groups, and your force will be more effective joined with theirs. I know you will pull together in the struggle for equal rights and adequate protection for all consumers."

Report of Committee on Constitution

Chairman Robert Clark of the Committee on Constitution reported for the committee as follows:

Resolution No. 234—"Affiliation of Unions in State of Hawaii."

The committee report:

"The subject matter of this resolution is concerned with an amendment to the constitution deleting any reference to Hawaii, which has now become a state.

"Your committee recommends that in the third line of the Resolved, before the word 'by', insert 'of the Constitution of the Federation'.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 18 — "Constitution To Provide For Union Label Investigation Committee"; **Resolution No. 271**—"Union Label, Shop Card and Service Button."

The committee report:

"The subject matter of these resolutions is similar; namely, the Union Label Investigating Committee.

"Your committee gave extensive consideration to the subject contained in the resolutions and believes that it would be more desirable to create a constitutional standing committee rather than a mere convention committee.

"Accordingly, your committee recommends that **Resolution No. 18** be amended as follows:

"1. Strike in the first Resolved the

words 'Label Investigation' and insert the words 'Labels, Shop Cards and Buttons'.

"2. Strike the second Resolved in its entirety and insert the following:

" 'Resolved, That Article X, Section 1 of the Federation Constitution be amended by inserting after "6. Housing" the following:

" '7. Union Labels, Shop Cards and Buttons'; and that Article X, Section 1, be further amended by inserting after subsection 6 on page 29 the following:

" '7. The committee on Union Labels, Shop Cards and Buttons shall promote the fullest utilization of labels, shop cards and buttons and cooperate with all local union label leagues and similar organizations affiliated with the AFL-CIO for the purpose of obtaining the same objective.

" 'In any activities, however, the committee shall not in any way concern itself in matters which involve jurisdictional claims.'

"As so amended, your committee recommends concurrence in **Resolution No. 18** and further recommends that **Resolution No. 271** be filed."

The committee's recommendation was adopted.

Resolution No. 218 — "Additional Vice President in District No. 8."

The committee report:

"Your committee, in making its recommendation on **Resolution No. 218,** does so with complete understanding of the position of the proponents, fully recognizing that there is a need for additional representation in this district. The committee believes, however, that there is an equal need for revised representation in other districts due to the growth of population and increased trade union membership.

"The committee feels that it is in no position to evaluate fairly the merits of representational changes and to make logical recommendations to the convention. The committee therefore recommends that the subject matter of this resolution be referred to the incoming Executive Council for a study and recommendation on proper distribution of geographical vice presidents to be reported to the next convention, and that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 233 — "Constitutional Amendment on Vice Presidents."

The committee recommended concurrence.

Delegate E. A. King of Communications Workers No. 9590, Los Angeles, spoke in opposition to the committee's recommendation.

Delegate George Johns of the San Francisco Labor Council spoke in support of the committee's recommendation.

Summing up, Secretary Pitts supported the committee's recommendation.

The question was then put, and the committee's recommendation was adopted.

The report of the Committee on Constitution having been completed, President Gruhn discharged the committee with thanks.

Dr. Glenn T. Seaborg

Chancellor, University of California, Berkeley

President Gruhn presented Dr. Glenn T. Seaborg, Chancellor of the University of California at Berkeley, who made the following address:

"I am going to talk to you this afternoon about education for today's world. There are a number of abstruse fields in which every man considers himself an authority, regardless of his professional qualifications. These fields include architecture, international relations, education and women.

"I suppose men will always differ in their opinions as to what constitutes the ideal in a public building, in foreign policy, in a school curriculum, and in the female of the species. But somewhere there are points in common, and in order to eliminate the confusion that usually ensues whenever one of these subjects is mentioned, we should take note first of those areas of agreement.

"I have read the statements of policy set forth in both your 1958 and 1959 conventions, and I think I interpret from the sections dealing with education your conviction that only in the intelligent preparation of our citizens of tomorrow do we have hope for survival in that tomorrow.

Plan Education for Decades Ahead

"Any program for education must be based on the realization that it is not for ourselves, or even for the current generation of students, that the plans must be made. It is for our children and for their children in the decades ahead. They are the ones who must face and resolve frictions and crises that have developed through this atomic age.

"It is apparent to any thinking man that

we are now at a major crossroad of the history of the human race. The energy of science and technology has been propelling our nation, as well as other nations in the world, in a breathtaking and accelerating speed.

"In no comparable period has man acquired so much knowledge, put it to use so rapidly, or moved so fast in his ability to produce goods, to change his environment, and to destroy himself.

"At home here in California and in the nation, and abroad, new industries rise. Our economy expands and changes. New skills quickly become obsolescent, as well as new tools. Along with the scientific-technological surge has come social and economic revolution the world over. The cry of men in want of dignity and of material satisfactions is rising in crescendo. In the background are the terrible weapons of modern war, and above all hangs the lack of understanding of men for each other.

"If one were to hazard a choice as to the world's greatest need, it would be, I believe, understanding: understanding and adaptability, a capacity for tolerance and for the rapid change and evolution that men in our world must bear.

"It must be the goal everywhere to provide the opportunity and encouragement for each individual, regardless of his financial status, to achieve the maximum education his talents and motivation allow, and this education should be so directed that it will fit him to meet the unusual requirements of today's world.

"It is my opinion that the best preparation for a life of significant achievement and service is a liberal education. I do not necessarily mean a formal education in terms of schooling, because often the precepts that merit the use of the word 'liberal' are learned in the hard business of living, rather than in any classroom, and a person can be 'educated,' not necessarily because of the amount of schooling he has had, but because through his experience and his thoughtful appraisal of them, through his interests and the continuing expansion of them, he becomes the sort of person who is recognized as a responsible citizen in our democratic society.

Science in a Liberal Education

"On the subject of a liberal education, there is often disagreement on one point in particular — a point important enough for your first convention to make specific recommendations on. That is the place for science in education. Let me quote from the California Labor Federation 1958 statements of policy in which the danger of too much emphasis on technical knowledge as opposed to the arts and the humanities is discussed, and the following statement is made:

> On mature consideration, organized labor is confident that reason will eventually prevail, and that if to no one else, we will listen to the scientists themselves—the recognized spokesmen for science—who almost daily are urging that we bend our anxieties in the direction of a more sober, more balanced, approach to education.

"That is the end of the quotation from your report. With this generous recommendation from the California Labor Federation, I want to start my discussion of the liberal education by enumerating a few goals that should not be attempted.

"First, we should not aim to make every intelligent youth into a nuclear physicist.

"Secondly, we should not engage in an all-out numbers race with the Soviet Union to see who can produce the greater number of engineers.

"Third, we should not load the curriculum so heavily with mathematics and science courses that those who survive the training are lopsided in their development, and those who fail are unfit for anything else.

"But, at the same time, because we are living in what is proponderantly a scientific age, I believe no education can be considered 'liberal' which does not include science as an integral part.

"An end goal of education, and basically the problem facing us in planning the curriculum, is to add to the quality and quantity of our pool of trained manpower in all fields.

"Our industrial and commercial society requires at all levels an enormous number of trained workers and managers, with as much training in science as they are capable of absorbing.

"A large number is needed to provide immediate support to the creative scientists or engineers. It is estimated, indeed, that for each engineer we need seven technicians. These technicians are needed to operate and service the complex aids which today's scientist requires: electronic computers, spectrophotometers, ultracentrifuges, mass spectrometers, electron microscopes, X-ray cameras, particle accelerators, nuclear reactors, and many other such research tools.

"As factories become more complex, the total number of workers per produc-

tion unit may steadily decrease, but those required need greater intellectual training. Furthermore, the nature of the job will change over the years. The worker needs the adaptability provided by fundamental scientific principles to be of maximum usefulness throughout his career. Such people are the oil refinery worker, the chemical plant technician or shift boss, the telephone and communications servicemen, the electronics technician and countless others.

Need for Continuing Education

"In such fields there is great need for continuing education. New tools, improved techniques, the drastic changes made by electronic devices, call for a never-ending program of study. Pressures are apparent, too, in the complex structure of today's world for a broader base of understanding in other fields: in history, in economics, in languages, in all the areas of communication by which we as a nation must keep in touch with the world around us.

"I'd like to digress here for just a moment to mention the increasing interest in adult education through such facilities as those offered by the University of California Extension programs. Each year over 120,000 adults avail themselves of the opportunities offered by classes, conferences, correspondence courses and discussion groups.

"In northern California alone, over 50,000 people yearly enroll in one or more of the 2,000 offerings available to the 50 communities in this section. The courses range from post-professional programs in law, medicine, engineering and the sciences to politics, international affairs, labor relations and the arts.

"To return to the liberal arts program, I believe that just as we insist that the scientist and the technician be broadly educated, so we must see to it that every educated person, and particularly every graduate of a liberal arts course, be literate in science. In too many schools today, the game among the students is to see how little science it is possible to get away with; a short-sighted view which in turn short-changes the student. He goes out into the world inadequately prepared to discharge his responsibility relative to the great issues he must face as a citizen of a space-age democracy. I do not think it is an exaggeration to say that the shortage of scientific knowledge in our educational system has brought about what must be interpreted as a narrowing of true participation in the democratic process.

"By this I mean that with science playing such a vital part in government today, decision must be made less and less by the electorate or even by the electorate's representatives.

"More and more reliance must be placed upon a relatively small number of people who have scientific knowledge, and however capable or good their intentions are, the disproportionate exercise of responsibility by a few is not healthy in a democracy.

"Summing up the place of science in the general educational requirements for today's world, I would say that every educated person should have some knowledge of the scientific method, by which I mean that way of thinking by postulation and testing of theory and conclusions based upon the evidence of experiment. He should also know something about the great ideas of science, such as the laws of motion, the structure of matter and the chemical bases of life.

"These fundamentals of science are useful not only to the scientist and the technician. They form part of the thinking of competent and successful people in every field, whether it be law, medicine, business or labor.

Importance of the English Language and Mathematics

"Apart from science, I think there are two subjects basic to the full education which every citizen in a democracy should receive. These are the study of the English language and the study of arithmetic and mathematics.

"Every student should have not only rigorous training in the understanding and use of his native tongue, but strong and continuous practice in English composition. In a world where communication is our only basis for the understanding of mutual problems and solutions, the ability to express oneself with precision and some fluency is becoming more and more important.

"As to mathematics, the advantages of a good basic training are vital not only for practical everyday reasons, since almost every man is today involved in financial negotiations of one sort or another, but also because mathematics is a discipline in logic and accuracy that is unparalleled. The world today needs straight thinking in every phase of public or private life, and no better foundation could be found

than in a thorough training in the principles of this exact science.

"I should like to turn now to the special problems in education that face us in California for the years ahead.

"The tremendous population increases that are expected in the next four decades will bring both blessings and headaches, particularly in the educational field. You have probably all read about the recommended plan for growth of the University of California, as presented to the Governor in June of this year, after adoption by the Board of Regents. President Kerr stated that, 'Given the rapid growth of the state, it will be necessary to double the University's capacity within the next ten years and increase it five times by the end of the century.'

"This means expansion of the existing campuses at the University; the creation, as you know, of new campuses, three being planned; one in San Diego-La Jolla area, another in the Orange County area on the Irvine Ranch property, and one in the south central coast area in the region of San Jose or Santa Cruz, and in addition to this, later additional campuses will be needed in order to carry the load.

"The University growth plan emphasized that by 1975, according to projections of the State Department of Finance, more than 600,000 full-time students will be enrolled in California universities, colleges and junior colleges. This figure, the report said, is three times the total current enrollment in such institutions, and in fact amounts to about one-third of the enrollment in all collegiate institutions today in the entire United States.

"The many problems inherent in the situation fall into two general classes; that is, how the existing campuses will handle them, and how we can expand to produce new campuses to handle the situation.

The Master Plan for Higher Education

"As you know, we have a master plan for higher education in the state which has been worked out in collaboration between the three segments of higher education; the universities, the state colleges and the junior colleges. Louis Heilbron, who is the chairman of the board of trustees of the new state college system, as well as president of the State Board of Education, will speak on this subject to you tomorrow.

"I might only say that the master plan of higher education in California outlines the scope, the areas of responsibility for the three segments of higher education. The junior colleges with more state support will continue to be locally governed. They will continue to carry the freshman and sophomore years of the general college curriculum, and continue, of course, to give their vocational and technical courses and general courses leading to a two-year degree.

"The state colleges will continue under this master plan to instruct in the liberal arts and sciences, to give graduate degrees in limited areas by cooperation with the University of California, and to do some research. The University of California under this master plan will continue to give instruction in the liberal arts and sciences, to have responsibility for the graduate work in the professions, dentistry, law, medicine and architecture, and also to have sole authority to grant the graduate degree, the PhD degree, sometimes in collaboration with the state colleges, and be the primary research arm of the University.

"The new master plan also creates a state college system with its own board of trustees, and it is this subject that Mr. Heilbron is going to talk to you about in more detail tomorrow.

"The master plan also creates a 12-man coordinating council to advise the Governor, legislature and free systems of higher education on matters of finance, program development and new campuses. This coordinating council would compare budgets and capital outlay requests, and it will advise and coordinate with the Regents and the trustees of the two systems, the University and the state college system.

"The coordinating council will consist of 12 members, three each from the University, the state colleges and the junior colleges, with three individuals from private life.

"With this program, California looks to the future, and particularly to its future in higher education, with confidence.

The Basic Proposition

"Now, in closing I should like to quote from President Eisenhower's Advisory Committee Report, 'Education for the Age of Science,' a statement of the premises of the American system of education:

> The American problem is conditioned by our traditional dedication to the proposition that most of our children shall have a long educational experience; that no child shall be deprived of the fullest opportunity to develop his own talents, and that the people of each

local community shall, to a large degree, be autonomous in the decisions they make about the education of their own children.

In theory, we intend that the brilliant child shall be able to develop brilliantly; that the slow or backward child shall be nurtured patiently; that the artisan shall not be considered inferior to the intellectual child because he is an artisan, if only he is a good one; that no one shall be condemned to a lowly position or elevated to a high one by the mere circumstance of the wealth, power or prestige of his ancestors.

"In conclusion, I submit that all our efforts to improve our educational system should be directed toward the realization in practice of this basic proposition."

Broncel R. Mathis

Regional Director
Bureau of Apprenticeship and Training

President Gruhn presented Broncel R. Mathis, regional director of the Labor Department's Bureau of Apprenticeship and Training who spoke briefly and informally to the delegates, as follows:

"I want to extend to you today the fraternal greetings of the United States Department of Labor, those of the Secretary of Labor, James P. Mitchell, and the Director of the Bureau of Apprenticeship and Training, W. C. Christensen.

"You know, the United States Department of Labor was created for all of the people; and in the Department of Labor we have 13 bureaus. I am not going to try to tell you about the functions of any of those organizations. I do want to tell you this, though: that the Department of Labor since early this spring has been telling a story to the various groups throughout the nation. This is a story about the manpower challenge of the 1960s. It is free. We put the presentation on with charts and slides, and we will give it to the labor organizations or groups of various people upon request. Contact any of the representatives of the Bureau of Apprenticeship and Training.

"While the labor representatives are here I want to take this opportunity to express my appreciation for the fine work and the splendid, harmonious working relationships that have been built up here with labor and management in the Sacramento area by our representative James McNulty.

"I want to thank the members of organized labor for your cooperation with McNulty in this area and the fine work that you are doing.

"I also want to take this opportunity, for I won't get a chance to see you all together, to thank the labor representatives for your splendid cooperation with our state supervisor Morris Skinner, our area supervisor James Coulter in Los Angeles, Ed Denny in San Diego, and Ty Chapelle in Long Beach.

"We want to assure you that our boys are all members of organized labor. California is the only state in the United States where the State Division of Apprenticeship Standards and the Bureau of Apprenticeship and Training, United States Department of Labor, work as one unit on apprenticeship. So call on a state or federal man if you have training problems, and we will be glad to help you.

"I hope that the deliberations of your convention here will add another milestone to the fine achievements of labor throughout this state. And I want to wish you well in your deliberations and your convention."

Report of Committee on Legislation

Chairman Bassett of the Committee on Legislation reported for the committee as follows:

Resolution No. 130—"Strengthen Law Against Discrimination in Housing."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 135—"Strengthen Law on 'Right-To-Be-Served'."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 165—"Support Legislation For Equal Opportunity And Social Justice For All."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 7—"Civil Service For All Paid Fire Departments."

The committee report:

"The sponsors of this resolution appeared before your committee at its request and explained that the intent of the resolution was simply to provide a state law which would apply uniformly to any

locality which locality itself did not have a civil service system.

"Accordingly, your committee recommends concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 8—"Support Legislation To Merge Fire District Acts."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 9—"Vote of Alternate Member of Retirement System (1937 County Retirement Act)."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 11—"Straight 25-Year Service Retirement For County Fire Fighters."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 14—"Arbitration Legislation For Fire Fighters."

The committee report:

"The sponsors of the resolution appeared before the committee and agreed that the Resolved be amended by striking the last four lines in the Resolved and inserting the following: '. . . to assist the organized fire fighters in any legislation of this type introduced by them'.

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 182 — "Enact Forand Type Legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 224—"Guarantee Employer Payment of Health and Welfare Contributions."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 34 — "Procedure To Handle Employer-Employee Disputes In Hospitals And Institutions"; **Resolution No. 151**—"Peaceful Adjustment of Disputes Involving Hospital and Institutional Workers."

The committee report:

"The subject matter of these resolutions is similar; namely, adjustments of disputes involving hospitals and institutional employees.

"Your committee recommends concurrence in **Resolution No. 151,** and further recommends that **Resolution No. 34** be filed."

The committee's recommendation was adopted.

Resolution No. 83—"Set Minimum For Ward Nursing Staff in Public Hospitals."

The committee report:

"The committee recommends that the last Resolved of the resolution be stricken; and as so amended it recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 22—"Create State Housing Authority."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 183 — "Housing For Elderly Citizens."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 215—"Create California Mortgage Authority."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 57—"Establish Medical Department in Industrial Safety Division."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 65 — "Sponsor Railroad Industrial Safety Legislation."

The committee report:

"The sponsors of the resolution appeared before your committee at its request and explained that the intent of the resolution was simply to provide that the existing state laws should be made applicable to employees in the shops and yards of railroads.

"With this intent, your committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 147—"Industrial Safety Law to Protect Employees Operating Dangerous Machinery."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 186—"Industrial Safety."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 198—"Enforcement of Industrial Safety Orders."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 200 — "Attorney For Division of Industrial Safety."

The committee recommended concurrence.

The committee's recommendation was adopted.

Adjournment

On motion by Secretary Pitts, the rules were then suspended and the meeting was adjourned at 4:50 p.m., to reconvene at 9:30 a.m. on Wednesday, August 17, 1960.

THIRD DAY

Wednesday, August 17, 1960

MORNING SESSION

The convention was called to order by President Gruhn at 9:45 a.m.

Invocation

President Gruhn presented Reverend John W. Pressly, Pastor of the Westminster Presbyterian Church, who delivered the following invocation:

" 'Come unto me, all ye that labor' were the words of the Master of men who learned the meaning of honest toil at the carpenter's bench two thousand years ago, but who still inspires those who seek the fulfillment of man's highest destiny and noblest purpose.

"We invoke Thy divine blessing, O Lord, upon the deliberations of this impressive and important assembly.

"May the true spirit of justice, right and truth for all men be faithfully upheld and practiced. Help us to remember the nation of which we are a part and which faces grave problems in this hour.

"As Thou has taught us that all men should live together as brothers, may we practice this in all of our relationships that there may be an end of strife between races and classes and nationalities in our nation and throughout the whole world.

"Help us to fulfill Thy destiny and Thy purpose in our individual lives and in our organization.

"We pray in the name of Our Lord. Amen."

Daniel V. Flanagan

Regional Director, AFL-CIO

President Gruhn introduced Daniel V. Flanagan, regional director of the AFL-CIO, who delivered the following address:

"First of all, I wish to thank both Al and Tommy for the invitation to be here. I always consider it a great privilege to have such an opportunity.

"I just arrived in Sacramento last night, and I have an idea that the previous speakers at this convention have touched somewhat on the political situation. In my brief time up here I would like to impose, if I may use that term, by speaking further on that ever timely subject.

"It is my considered opinion—and I hope it is yours—that political action from today on until November 8th should be the most important single project facing our labor movement in California.

"All of us know that from the time of Sam Gompers up to the present, we have operated on the very simple formula and slogan of supporting our friends and opposing our enemies.

The Labor Record of Richard Nixon

"On that basis, therefore, the contest for the high office of the President of the United States should be an easy one for us of the labor movement to decide upon. Mr. Richard Nixon, the vice president, who is now attempting to move up to the highest office in the land, has a labor record from the very first day of his inauguration in Congress up to the present time that is not pleasing to the membership and to the officials of our labor movement. In his tenure as vice president of the United States, very shortly after taking over that high position, he showed his consistency in an anti-labor way when President Eisenhower appointed Martin Durkin to the position of Secretary of Labor.

"Brother Durkin, who had led a very honorable and a successful career in the labor movement, and who at that time was the General President of the Plumbers and Steamfitters International Union, had shortly after becoming Secretary of Labor worked out an understanding with President Eisenhower whereby about 13 amendments were to be proposed by President Eisenhower to the then existing Taft-Hartley law. If those amendments had been passed by Congress, they would have eliminated many of the major objections which organized labor had to the law at that time. They included the amendment to eliminate the right of an individual state to impose a 'right to work' law within the state.

"As the story goes at the time—and it was pretty widely circulated in the newspapers and in the labor press—before President Eisenhower had the opportunity to make an official announcement about his understanding with Brother Durkin on these amendments to the Taft-Hartley law,

the information somehow got to the ears of Vice President Nixon. Immediately, he started the wheels turning, with the result that so much pressure was brought to bear upon President Eisenhower that he withdrew his understanding with Brother Durkin. The result was that Brother Durkin resigned his position as U. S. Secretary of Labor in protest at the breaking of the word of President Eisenhower, brought on by the pressure generated by Vice President Nixon.

"So that was Mr. Nixon's first official act, you might say, against labor in his position as vice president. One of his most recent acts against organized labor as vice president occurred last year. You will recall, I am sure, that in the 1959 session of the Congress, Senator John Kennedy of Massachusetts had sponsored a labor bill in the Senate which was acceptable to the AFL-CIO. Then, out of the clear blue, anti-labor Senator McClellan from Arkansas proposed as an amendment to that bill a so-called 'bill of rights.' Most of the contents of that 'bill of rights' was strongly objected to by the AFL-CIO.

"When the Senate voted on that 'bill of rights' as an amendment to the Kennedy bill, there was a tie vote in the Senate. As all of you know, the vice president of the United States is the presiding officer of the Senate and he can vote only in case of a tie. In this case, on the tie vote on the anti-labor McClellan 'bill of rights,' Vice President Nixon voted in favor of that 'bill of rights' which made the present Landrum-Griffin Law of 1959 as vicious as it is.

"So we have it that in his tenure of almost eight years as vice president, in the very first part he acted against Martin Dirksen's position to prevent President Eisenhower from putting across a constructive amendment to the Taft-Hartley law, and now just last year he again goes to the front and brings about not only the Taft-Hartley law, which was bad for us from the beginning, but adds to it more restrictive conditions which are now in the Landrum-Griffin law.

Nixon's Labor Position is Crystal-Clear

"So I think it is crystal-clear, brothers and sisters of the labor movement of California, as to where Mr. Nixon stands. I think we can, in all good conscience, whether we be Republicans or Democrats in this assembly, go along with the time-honored trade union policy of opposing our enemies and supporting our friends, regardless of party affiliation.

"Of course, our labor movement is prone to take it easy at times, the same as any other human organization, but we have a fine record of being able to take off our coats and roll up our sleeves and really go to work when the chips are down. We can all recall very clearly, and with a great deal of pride, the job we did in 1958 when anti-labor Knowland was running for the highest office in California, and he was advocating the 'right to work' measure which was on the ballot of November, 1958. The labor movement and other well-thinking members of the California community went to work, as you remember, and in the November election of that year we defeated Knowland, and we defeated the anti-labor 'right to work' bill by over a million votes.

"Two short years later, in 1960, we have, you might say, the same parallel. Here we have anti-labor Nixon running for the highest office in the land and he is an advocate of the 'right to work' law at state level. Let us once again, as we did two years ago, roll up our sleeves and go to work, so that on November 8th of this year when the ballots are counted in California, they will show an overwhelming defeat by over a million votes of the candidacy of Mr. Nixon.

"We have all of the mechanics necessary in our labor movement; we have the intelligence, the leadership, the organization. All we need is the fuel of personal energy, the fuel of human interest. I know that all of you here representing the leadership of our California labor movement, when you go back to your home areas, will do what you can to get your programs active and on the way to victory on November 8th."

Monsignor Martin C. Keating

Chaplain of the California Labor Federation

President Gruhn then presented Monsignor Martin C. Keating, chaplain of the California Labor Federation, who spoke to the delegates as follows:

"In the years so fortunate for me to be associated with you in this great work of human brotherhood, it has been my one thought in my annual visit with you to increase for myself and for you the understanding that the right of the worker, the right of the professional man, the right of the employer, to associate with their fellows is a right from God himself. Because political right is immediately from God and necessarily inherent in the nature of man.

"Let me remind you now that the world faces its greatest danger since the Flood, and we in America face the greatest attack upon the soul of America that has ever been planned. Either America will return to the faith of the founding fathers of the First Continental Congress in the creative God as the source of the citizens' rights, or America, abandoning that faith in God, will find herself degraded into the image of a reborn pagan state.

"He who would see the Star of Peace stand over and shine upon society must restore to man the dignity given to man by Almighty God in the very beginning.

"Year after year I have come to you wearing an insignia new to you. It combines the holy Star of David, sacred to the Jew in guarding the Old Testament, with the Cross of Jesus, sacred to the Christian as exemplified in the New Testament. This is an insignia that would appeal most favorably to the founding fathers of this Republic because the Jeffersonian seal of the United States, which was authorized in August of 1776, reached back in the Old Testament for an incident to symbolize the love of liberty, the determination to accept death if necessary. 'Give me liberty or give me death.' That was their philosophy. And the liberty for which they prayed and labored and sacrificed and fought and laid down their lives was that liberty that Almighty God had in the beginning when he told our first parents, 'You are made in my image.'

"Is it not self-evident that a man and a woman, empowered by the creative God with a mind capable of reasoning, a will capable of choosing, a memory in which to store the mistakes of yesterday lest they be repeated tomorrow, would be a man and a woman capable of freedom in reasoning on and choosing the social-justice principles implied in a just way, in a reasonable vision for a man's and a woman's future, in a reasonable protection for their old age?

"Oh, my brothers and sisters, may the day never dawn when America will forget that the world's best plan for the safeguarding of human liberty through a political instrument had its conception under the protecting rafters of Carpenters' Hall in Philadelphia! That was the union of the Carpenters of Philadelphia. That was Ameria's first trade union. But unlike our present day, there was not a undeclared but smoldering civil war between employer and worker. In the Philadelphia of 1752 that saw that building that we revere now as Independence Hall, the employer was elbow to elbow with the employee. This is as it should be. And now today, when America is in danger as never before, when the ideology of the Declaration of Independence is known by us in the past three decades to have been abandoned, rejected, under the influence of the ideology that, wisely for its own purposes, has as its cornerstone the denial and the rejection of the cornerstone that Jefferson made the basis of the Declaration of Independence.

"Students in Communism are instructed there is no God. The result is that human personality has been degraded and will continue to be degraded as that ideology spreads and finds acceptance.

"It is the American way to believe in the creative God as the source of all man's rights. It is the American way, in the language of Jefferson, to appeal to the law of nature and of nature's God for a standard of personal, community, state, national, international, action.

"Is it any wonder that a man can have hope in his heart that there will come a day in America when, as the reward of making a right-about-face to the natural law as the basis of all worthy and true and God-blessed positive law, men will understand that the human race is one, that the Ten Commandments are binding upon the Congress, state and national, and the United Nations, because man never outgrows his responsibility to Almighty God.

"This is the conviction that made Abraham Lincoln the most revered of all our Presidents. And here is what Abraham Lincoln found as true in law when placed under the protection of Almighty God. I told you a moment ago about the Jefferson seal of Congress, in which there was not a single Jew a representative; a Congress 99 per cent Protestant; in which only one Catholic was present, and legally he had no right to be there but, being the wealthiest man in the Colonies, they wanted his influence.

"What was the Jefferson seal seeking as an illustration? They went right back to the Old Testament of Israel. On the reverse side of the seal they reproduced the miracle of the Red Sea. In the high center of the reverse of the seal they placed the Pillar of Fire and the cloud with which God guided his people in the night for 40 years and protected them against the sun in the desert for 40 years. In the high lefthand corner was shown Moses with the Israelites on the victory shore. In the foreground were shown the atheistic, totalitarian Pharaoh and all his legions being

drowned in the waters of the Red Sea. And on the circle there was a sentence that America needs, that America should never forget: 'Rebellion to tyrants is obedience to God.'

"That is the background, with the philosophy of Abraham Lincoln when he wrote this marvelous tribute to what he called the 'political religion of America': 'Let every well-wisher to his posterity, swear by the blood of the Revolution, never to violate in the least particular, the laws of the country, and never tolerate their violation by others. As the patriots of '76 did to the support of the Declaration of Independence, so to the support of the Constitution and laws let every American pledge his life, his property and his sacred honor. Let every man remember that to violate the law is to trample on the blood of his father, and to tear the charter of his own and his children's liberty.

" 'Let reverence for the laws be breathed by every American mother to the lisping babe that prattles on her lap. Let it be written in primers, spelling-books and in almanacs. Let it be preached from the pulpit, proclaimed in legislative halls, and enforced in courts of justice; and in short, let it become the political religion of the nation. And let the old and the young, the rich and the poor, the grave and the gay of all sexes and tongues and colors and conditions, sacrifice unceasingly upon its altars.' "

Louis H. Heilbron

President, State Board of Education President, Trustees of the State Colleges of California

President Gruhn next introduced Louis H. Heilbron, president of the State Board of Education and president of the new Trustees of the State Colleges of California, who addressed the convention as follows:

"First of all, I should like to express my appreciation for your invitation to address you this morning. I think it is highly creditable that from year to year your convention has always devoted a substantial time to a review of educational developments in the state.

"Certainly no subject is more important. The state spends close to forty-two and a half per cent of its budget on education, but not every representative gathering takes the time to consider it.

"Education costs are really astronomical. Last fiscal year available—that is, for 1958-59—shows the following:

"In that year, the current operating costs for education, kindergarten through the junior colleges, was $1,233,000,000; 47 per cent payable by the state, 53 per cent by the local districts. In addition, the state college charge was $42,000,000, and the University of California, $95,000,000.

"Also, in addition, the capital outlay bill for school districts in the state was over $700,000,000, and for the state, $44,500,000 for state colleges, and $66,500,000 for the university.

"There were even further items, but the point is clear that education is expensive.

"I understand that yesterday Chancellor Seaborg of the University of California spoke to you on matters of concern to the University. I am speaking today mainly from the point of view of the state colleges. Thus, you will have an entire course in higher education in two days, and special degrees should be distributed to you as you go out! Actually your very able secretary, Tom Pitts, who is, of course, my colleague on the Board of Education and the new Board of State College Trustees, might well have given you this speech himself, but since he is a good executive, he has delegated the task to me, and I will do the best I can to present a very large subject in a very short time.

Higher Education Master Plan

"The most important issue before the state colleges is the implementation of the master plan for higher education, embraced in the Donahoe Higher Education Act enacted at the 1960 special session of the legislature. It is worth recalling how this plan came about. In order to meet the present and anticipated growth of the student population, the University, with eight campuses in being, was planning to expand in all directions.

"In order to meet the same problem, the state colleges, with 14 campuses, were engaged in a similar expansion program. In 1959 the Governor and the legislature were presented with proposed budgets for new campuses, which appeared in part to be a duplication of effort and expense. Also, there were 74 junior colleges throughout the state, some of which desired to become four-year colleges like the state colleges. In other words, there had developed a kind of jurisdictional dispute in the field of higher education. So the Governor and the legislature told the

University and the State Board of Education representing the state and junior colleges, that they had better work out a solution to this problem and recommend its enactment into law, or the legislative authority would write its own ticket and there would be, in effect, compulsory arbitration.

"By Senate Resolution 88, the 1959 legislature required the University and the state colleges to study their mutual problems and report back in eight months. This, they did, with a master plan, part of which was in the form of recommended legislation designed to coordinate and control the administration of higher education for at least 25 years to come. The parties had negotiated a settlement. They wanted it nailed down in the State Constitution, and the legislature was willing to accept a settlement plan with a few changes, but it refused to submit it at this time as a constitutional amendment. The legislature felt the parties should learn to live with the program for a while, to see if any adjustments were necessary, before any attempt should be made to freeze the program in the Constitution.

"As you know, it is as difficult to change the basic provisions written into the Constitution as it is certain provisions in a collective bargaining contract. There is one exception to what I have just said. A constitutional amendment will be submitted to the people at the general election in November, providing for an eight-year term for the new State College Board of Trustees instead of four-year terms.

"The purpose of the longer term is to assure that the board will be independent of political influence. It is fully supported by the Governor, the legislature and the educational authorities who trust that the people will approve the amendment when they vote on it.

What the Master Plan Does

"Now, what does the master plan do? It may be that Chancellor Seaborg touched on the question yesterday. It is worth repeating or elaborating.

"The master plan recongnizes three segments of higher education. It erects a kind of educational pyramid at the wide base of the 74 junior colleges throughout the state. Any high school graduate can be admitted to a junior college. It is the open door that assures the democracy of the entire system of education. If you are what is called the 'late bloomer,' you can stil bloom in a junior college and succeed in obtaining a higher education in California public institutions through the PhD. In other words, you may be transplanted after one or two years to a state college or to the University.

"It would be unfair to characterize all of the students in the junior colleges who seek to transfer to four-year institutions as 'late bloomers.' Many of them attend the junior colleges because of economic considerations, or because they desire to be close to home during the first two years after high school.

"The master plan statute requires the junior colleges to remain two-year institutions. The state colleges constitute the second segment of the pyramid. There are now 15 of them. Their purpose is to instruct in the liberal arts and sciences in applied fields and in the professions, including the teaching profession.

"The faculties of these colleges are authorized to engage in research to the extent that it is consistent with the primary function of the state colleges and the facilities provided for that function.

"In selected cases, with the consent of the University, the doctoral degree may be awarded jointly by the college and the University. The statute emphasizes in the state colleges, instruction. They are teaching colleges.

"The final segment of the system, the University, is the principal research institution as well as an institution for instruction. Exclusive jurisdiction is given to the University over instruction in five professions, including law and medicine.

"The point of the matter is that academic research requiring elaborate facilities, such as a great cyclotron, can be performed only at the University. The state simply could not afford to provide such a cyclotron for every state college. There are certain areas of the University program which have always been more concerned with research for the sake of pioneering new fields of knowledge than for the purpose of instruction. Thus, the guide lines of each segment of higher education are set forth.

"But suppose there should be a difference of opinion about matters of interpretation or of jurisdiction? Suppose the University and the state colleges wanted to expand in the same general direction? Then there is machinery provided in the Act to resolve differences.

The Coordinating Council

"The machinery is in the form of a coordinating council consisting of 15 members; three from the University, three

from the state colleges, three from the junior colleges, three from private colleges and three from the general public.

"This board will hire its own director and staff. It will review the budget requests and expansion programs of the several segments of higher education. It will interpret the guide lines of jurisdiction, and pass on its independent findings to the Governor and to the legislature.

"In other words, the council should be able to obtain agreement between the interested parties and resolve differences of viewpoint, but if it cannot, its findings will certainly be most important and influential. They are furnished to the highest public officials, the legislature and the public.

The State College Board of Trustees

"A word might be said about the new State College Board of Trustees. It consists of 21 members; 16 appointed members, the chief executive of the new college system, who is not yet appointed; the Governor, Lieutenant Governor, the Superintendent of Public Instruction, and the Speaker of the Assembly.

"It is a board patterned after the Board of Regents for the purpose of giving it equal status. We held our first meeting last Friday, formed our first committees, and already are in the business of planning. Planning will be the chief business of the new Board of Trustees for the remainder of this fiscal year, because it does not become operative until July 1, 1961. On that day, however, it must be prepared to take over the administration of all the state colleges from the State Board of Education and the Supertendent of Public Instruction.

"Naturally, our immediate problem is to select a chief executive officer who will be the president or chancellor of the system. We will search throughout the United States to obtain the best possible man. This is a post comparable to the President of the University of California.

"The second problem is to determine exactly what functions the top level staff must perform and how much it will cost for the first year of operation, beginning in the next fiscal year.

"Though developed under the general guidance of the State Board of Education, these colleges have grown up rather independently over the years with somewhat different approaches, standards and procedures.

"It will be necessary to bring these colleges into a system. We do not want to establish any top-heavy bureaucracy, but we do want to provide an efficient system assuring that state colleges will operate according to the same basic policies throughout the state.

"In the course of programming we must keep in mind that the most important elements in the picture are human: the student and the professor. At the earliest possible time we will wish to deal with the problem of establishing the best academic personnel, the administrative personnel and the Board of Trustees through academic Senates and Assemblies or other means. Also we will review all present and future expansion plans and act upon them in the manner designed to meet the student requirements as they appear.

"This will be no little job, as the following figures indicate:

"The master plan projections show that by 1975 state colleges presently located in Long Beach, Los Angeles, San Diego and San Jose should have enrollments, respectively, of 20,000 students. This means that each of these colleges will have about as large an enrollment as the University of California at Berkeley now has. In addition, enrollments of over 10,000 students are projected for each campus of the California State Polytechnic College, for the San Fernando Valley State College. The total state college enrollment projection for 1975 is 200,000, or an increase of 350 per cent of 1959 projections.

"There are people who quite properly ask: Is there any way to reduce these enrollment figures? Are we being too generous to the student or person who claims he is a student and not fair enough to the taxpayer who must foot the bill?

Education by Television?

"Some enthusiasts hope that educational costs may be held in check by substituting courses by television on a mass basis for courses on the campus conducted in the conventional manner. Thus, vast numbers of students, lolling in arm chairs and in their slippers and robes, should be able to obtain their education at home, eliminating the need for buildings and classrooms.

"Actually, several of the large state colleges have conducted rather extensive experiments in order to determine the educational use of this mass medium. They have found that television can bring remarkable close-ups of certain laboratory experiments, can show student-teachers how classes are being conducted miles away from them, can bring top authorities from

all over the country to the rostrum of the college lecture hall, and is now providing valuable supplementary materials to the secondary schools of Los Angeles and the Bay Area. But as I read their reports, they indicate that there are and always will be limits to education by television. It can assist but rarely supplant the teacher or professor. The direct and immediate response between student and teacher is the core of the educational process; and this requires for the most part the physical presence of both in a classroom or laboratory. Control over or servicing of enrollments will have to be achieved through other means, possibly through stricter policies of admission and retention or through more efficient use of the college plant during the day and evening, or through a more efficient use of time; for example, using the quarter system on a year-round basis rather than the semester system.

"I should add that any tightening of admission requirements should be accompanied by the liberalization of the state scholarship program so that no student who merits a higher education is denied that higher education because of financial reasons.

Applied Fields in State Colleges

"You will be interested to know to what extent students in the state colleges are studying in the applied fields. The largest number of students in these colleges is still preparing for or are engaged in the teaching profession. Probably at least half of the students are preparing for teaching or are taking advanced work while holding teaching credentials. More than 16 per cent of the undergraduate students last year were enrolled as majors in one of the business programs, including accounting, business administration, labor relations, industrial management, and other fields of specialization. Somewhat more than 10 per cent are in the engineering field. Some 2,000 students were enrolled in agricultural programs at three of the colleges. In the social sciences, students may enroll in programs leading to careers in correctional work, social welfare, public administration, law enforcement and government. The state college in Sacramento attracts many students who seek careers in state government or who return to college to increase their competency and earn degrees while working in civil service jobs. Many of the science curricula are in the applied fields: applied biology; conservation; applied mathematics and statistics; nursing; laboratory technology; and sanitation.

"There are very practical aspects to the demand for these programs. Careers are found in art, commercial art and interior decoration, for example; music, drama, journalism; radio and television. The trend is for the state colleges to increase and for the universities to decrease their offerings in the applied fields.

"I would like to say a word about the junior colleges. These must be part of higher education and must not be permitted to become remedial high schools for those who for all practical purposes have failed in high schools. On this basis, by 1975 it is anticipated that some 40,000 additional students might be shifted to the junior colleges for the first two years of their higher education. If they do take this burden, the state would have to provide them with additional financial aid.

Vocational and Technical Instruction

"The junior colleges give considerable vocational and technical instruction in fields leading to employment, and vocational programs in our high schools are well known to you. Over 1,000 advisory committees from the various trades on which your unions are heavily represented are helping the high schools in their vocational curricula, including industrial and crafts work, distributive industry, agriculture and homemaking. The federal government provides California with $2 million a year to assist in these programs.

"Then, as you know, the apprenticeship program requires 140 hours of related instruction in the public school system, inclusive of the junior colleges. The State Department of Education estimates that in excess of $15 million per year is spent for special programs in the vocational fields in the high schools, adult education in junior colleges; that over 400,000 students in high schools in this state spend one-quarter of their time as juniors and seniors in the vocational curricula, and one-quarter of the students in the junior colleges are training for specific occupations.

"The trend indicates that students interested in specific vocational programs are taking a general education in high school and beginning or continuing their vocational training in junior college. This should result in better all-around training for both citizenship and work.

"One point can be made about all vocational training: lags in techniques and equipment are speedily discovered by the many trade committees interested in co-

operating with this work. If there were as many experienced committees in general education dealing with instruction lags in science, mathematics, foreign language and English as there are on the vocational side, we would be more likely to keep our educational system in gear to needs.

Training of Teachers

"Allow me to change the subject for a moment to the training of teachers, particularly for the high schools and junior colleges.

"Recently the State Board of Education adopted a recommendation for colleges which is most important. In the future the holder of a high school credential would be permitted to teach only in his major or minor subject, except in situations of great emergency which would be reported by the high school districts to the Board. Such a requirement would improve our teaching considerably. It seems axiomatic that a teacher should know his subject in order to teach. But under the current system a general secondary credential holder can teach any subject, irrespective of his major or minor.

"The Board is also recommending that the legislature authorize the granting of a junior college credential upon local request to experts in their fields without requiring them to take certain courses in education on how to teach. As it now stands, a professor in a university cannot teach in a junior college because he has not had the required methods courses. He may be one of the most distinguished authorities in his subject, but he is not a certified teacher and therefore is not accepted.

"We must grant that not every learned person in his subject can teach in high school. He may be too far above his students. But there should be some flexibility in this regard so that the junior colleges are not deprived of good teaching that would benefit the student and all parties concerned.

Experience in European Countries

"Very recently I visited three of the educational ministries in European countries: England, France and Denmark. I discussed with them problems they are facing in primary and secondary schools. For many years the children in these countries were given a severe written examination at the age of 11, and their future educational life was determined by the results of that examination. These children went to school six days a week, many of them from 8:30 to 5:30. Comparatively little time was devoted to recreation or physical education.

"In the last two or three years these countries have passed a number of reform acts. The children are not given a written examination, but sometime between 11 and 13 years of age, depending on the country, they are given an oral examination and are placed in a secondary curriculum—classical, modern or vocational, according to teachers' recommendations.

"In England they are promoting the comprehensive high school patterned to some extent after ours. In these countries they are also raising the compulsory age up to 15 or 16—still substantially below ours. What they are trying to do is to democratize their education and to extend more opportunity to more students. They are aware that their problem has been that they have given a better education to fewer students. They have educated an elite. Now they are trying to equalize opportunities.

"Even with the changes, these students who complete their secondary education are from two to three years ahead of our high school graduates. In some cases, their secondary school graduates could be seniors in our colleges.

"Now, I certainly would not advocate a six-day school week for children in California before this or any other body, nor do I think that a child should be required to conduct himself like a little lawyer, toddling to school with his briefcase at 8:30 and returning at 5:30. But I can't help but feel that in our school system we may be erring on the other side. We have not been giving a sufficient challenge to our abler students to develop anywhere near to their full capacity. In this competitive, technological age we need to take ability wherever we may find it and give it full opportunity to develop. Perhaps we need a master plan survey of our secondary and primary schools to accomplish this purpose. And I am not just speaking in general, academic terms. The technology of this century will create more jobs for those who are willing to train for them in our school system.

U. S. Army Experience

"I also enjoyed a talk with one of the inspectors of the United States Army who supervised the educational program set up for the children of Army personnel stationed in European countries. He told me that in certain courses the French and American teachers exchanged classes between French and Army schools. The French teacher was usually unhappy be-

cause the American children were not as disciplined and diligent as the French children. The American teacher was delighted because she had children who were quiet and hung on every word. The American children were not at all pleased by the efforts of the French teacher to apply discipline, and the French children were delighted with the more flexible attitude of the American teacher.

"This experience suggests that perhaps the educational standards should be set somewhere between the two systems and that each of us has something to teach to the other.

"As far as California is concerned, the brightest sign on the horizon is the tremendous interest of the public in education. When newspapers devote the front page to the master plan and headline stories about the best method to teach children how to read, as they have done, and when important conferences such as this one expend considerable time to bring the members abreast of educational developments, we are indeed moving forward. The public schools and colleges will be just as good as the public demands them to be. The public increasingly is demanding the best. We all sense the critical spot education holds in the competitive world we live in, and we can thank our fortune that the human resources of this state, unlike our water resources, are to be found in every part of the state and can be conserved and developed on the spot or close to home."

Greetings

Secretary Pitts read the following telegram of greetings to the convention:

On behalf of the executive board of the Union Label and Service Trades Department of the AFL-CIO, it is a pleasure to send to you and your fellow officers and all the delegates in attendance at the annual convention of the California Labor Federation AFL-CIO our expression of sincerest appreciation for the outstanding job which you have done throughout the years in the interest of organized labor's distinguished symbols, the union shop card, the union label and the service button. Certainly it is a matter of proud record that the trade unionists of your fine state have always been in the forefront in our national campaigns and programs destined to better the lot of all workers through our demands for the products and services which are the handiwork of the skills and crafts and services of union members. The Union Label and Service Trades Department takes this opportunity to tender to each of you our warmest good wishes for a fruitful and successful gathering. We commend you for the great service you are rendering to the members of your fine state body and to our trade union movement throughout the land, and we trust you will avail yourselves of the facility of our department when we can be of assistance to you.

Cordially and fraternally,

JOSEPH LEWIS, Secretary-Treasurer
Union Label and Service Trades Department, AFL-CIO

Telegram

Secretary Pitts then read the following telegram from the International Brotherhood of Locomotive Firemen and Enginemen:

It would be most appreciated if you would submit the following resolution to your convention: "Whereas previous conventions of the California Federation have fully supported the Railroad Brotherhoods both in disputes with the carriers to change working rules and in combatting charges of featherbedding, we now resolve that the present campaign of the carriers of the nation which seeks elimination of firemen helpers on diesel locomotives shall be further combatted with all the means at our disposal." Please accept my sincere thanks for your cooperation in this matter.

H. E. GILBERT, International Brotherhood of Locomotive Firemen and Enginemen

Secretary Pitts then stated:

"Delegates, it is impossible under the constitution of this Federation to submit a resolution on this subject at this time. I am sure, however, that the Federation will continue its policy of previous days (there has been no change in it whatsoever at this stage) to render the kind of aid sought by this resolution, and I know full well that there will be no disagreement on the part of the delegates and activities of the Federation in this direction."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Resolution No. 253 — "Support Actors Equity on U.I. For Little Theatre Actors."

The committee report:

"With respect to this resolution, your committee recommends that subdivision 5 of the last Whereas be deleted, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 245—"Oppose Department of Employment's Pre-Apprentice Indentureship Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 64 — "Oppose Dirksen Bill (S. 3548.)"

The committee report:

"At the request of this committee, the sponsors of this resolution appeared before it to explain in detail the purpose of the resolution and the provisions of the legislation referred to.

"However, they did not have in their possession copies of the specific bill, S. 3548, but generally believed that it was directed at the purposes specified in the second Whereas.

"Your committee concurs in the intent of the resolution insofar as it would condemn any attempt to destroy nationwide and industrywide bargaining procedures, but because of the serious implications of any such legislation, your committee, while concurring in such intent, recommends that the resolution be filed and the subject matter be referred to the incoming executive committee for study and action in order that it may more deliberately review the legislation in question."

The committee's recommendation was adopted.

Resolution No. 69—"Support Proposed Investigation of Strikebreaking."

The committee report:

"Your committee recommends that the third Whereas be deleted in its entirety, and that a fourth Resolved be added, reading as follows: 'And be it further resolved that a copy of this resolution be sent to Senator Morse.'

"As so amended, your committee recommends concurrence in **Resolution No. 69.**"

The committee's recommendation was adopted.

Policy Statement V

Unemployment Disability Insurance

(a) As recommended for unemployment insurance, the maximum weekly benefit should be increased to $70, with additional benefits for dependents at the rate of $5 per week for the first dependent, and $2.50 per week for each additional dependent, limited by a $20 maximum for dependency benefits.

The committee report:

"Your committee recommends that with respect to this portion of the policy statement, the words 'with additional benefits for dependents at the rate of $5 per week for the first dependent, and $2.50 per week for each additional dependent, limited by a $20 maximum for dependency benefits,' be deleted and the words 'with benefits for dependents at the rate of $5 per week for each dependent up to five' be inserted in their place.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

(b) The waiting period for all disability spells lasting more than one week should be compensated on a retroactive basis, and completely eliminated in the case of accidents.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) Full disability insurance coverage should be extended to all wage and salary workers presently excluded, 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.

(d) Unemployment disability insurance should be extended to any injury or illness caused by or rising in connection with pregnancy.

The committee recommended concurrence.

The committee's recommendation was adopted.

(e) In the alternative that Congress does not act on the urgent need to provide health care for the aged as a matter of right, based on the social insurance prin-

ciple within the Federal Old Age and Survivors and Disability Insurance Program, the California Labor Federation, AFL-CIO, will press for the establishment of such a program at the 1961 session of the California legislature under the state disability insurance program by the establishment of a separate fund financed by a one per cent tax on covered employer payrolls, for the provision of comprehensive health care for persons over 65 who have retired from covered employment, such health care to cover both in-patient and out-patient medical care.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 142—"Nationwide Unemployment Disability Insurance."

The committee report:

"Your committee recommends that the last Resolved be amended by striking in the last two lines the words "the political platform for the coming election,' and inserting the words 'their political platform.'

"As amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Policy Statement VI

Workmen's Compensation

(a) The most serious gap in the California workmen's compensation program, the lack of rehabilitation training benefits, must be closed by the 1961 session of the state legislature by amendment of the state program to provide 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, to be financed by a 10 per cent allocation of employer workmen's compensation premiums into a rehabilitation fund.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The wage-loss compensation standard established in the California workmen's compensation program since 1914 should be permitted to operate through the range of incomes of injured workers without the present rigid limits of $52.50 and $65 on the maximum weekly benefit amount for permanent and temporary disabilities respectively, subject only to the requirement that such weekly benefit payments not exceed an amount of $150 per week to prevent the exhaustion of workmen's compensation funds by high-salaried executives.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) In addition to the basic weekly benefit amount, provision should be made in the workmen's compensation program for the payment of dependency benefits at the rate of $5.00 per week for the first dependent, and $2.50 per week for each additional dependent, subject to a maximum of $20 on total dependency benefits.

The committee report:

"Your committee recommends with respect to Statement of Policy VI (c) that there be deleted the words 'for the payment of dependency benefits at the rate of $5.00 per week for the first dependent, and $2.50 per week for each additional dependent, subject to a maximum of $20 on total dependency benefits,' and be inserted the words 'with benefits for dependents at the rate of $5.00 per week for each dependent up to five.'

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

(d) The seven-day waiting period should be compensated on a retroactive basis whenever the disabling injury extends beyond the duration of the waiting period.

The committee recommended concurrence.

The committee's recommendation was adopted.

(e) In cases when industrial injury causes death, indemnity benefits should be paid to the dependent spouse until death or remarriage, with additional benefits for other dependents, thus eliminating the arbitrary character of the present limitation placed on the duration of death benefit payments.

The committee recommended concurrence.

The committee's recommendation was adopted.

(f) To accomplish full coverage under

workmen's compensation, provision must be made for mandatory extension of protection to domestic servants.

The committee recommended concurrence.

The committee's recommendation was adopted.

(g) Vast liberalization of the life payments for permanent disability ratings deserves the full consideration of the state legislature.

The committee recommended concurrence.

The committee's recommendation was adopted.

(h) Full freedom of choice of doctors should be permitted under workmen's compensation.

The committee recommended concurrence.

The committee's recommendation was adopted.

(i) In order to prevent profiteering on the injuries of workers, the procedure for establishing workmen's compensation insurance premium rates should be revised so that minimum rates established by the Insurance Commissioner are based on no more than the loss experience of the State Compensation Insurance Fund.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 156—"Speedy Handling of Industrial Accident Cases."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 229—"Commending Industrial Accident Commission."

The committee report:

"While your committee is of the opinion that there has been some slight improvement in administration by the Industrial Accident Commission, it is still convinced that substantial additional improvement is required, and accordingly recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

Policy Statement VII

Agricultural Labor

(a) The near-feudalistic condition of American farm labor, covering the entire scope of social and economic conditions ranging from wages to education and housing, has been brought about by dual standards of public policy and a national moral callousness toward an important segment of our labor force. Masquerading in the garments of family farmerism, the corporation farm interests have perpetrated a hoax upon the American people, resulting in the exemption of farm workers from standard socio-economic legislation together with the creation of government-sponsored wage-cutting and strikebreaking sources of imported workers.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) Organized labor hails the recent brilliant successes of AFL-CIO's Agricultural Workers Organizing Committee in its campaign to organize agricultural labor. The solidarity of the farm workers themselves, as demonstrated so dramatically during their successful effort to maintain the wages and conditions negotiated by AWOC in California's crop harvests thus far, must now be met by a similar display of support from the main body of California labor if the grower offensive now being mounted is to be repulsed.

The commitee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 221—"Continuing Support of California Citizens Committee For Agricultural Labor"; **Resolution No. 272**—"Commend California Citizens Committee for Agricultural Labor."

The committee report:

"These resolutions are concerned with the support of the California Citizens Committee for Agricultural Labor. While prior to the formation of AWOC, this Federation did participate to some extent in the activities of this committee, at the present time the principal fight with respect to the organization of farm laborers is being conducted by AWOC, which is an organization established by our parent AFL-CIO.

"Needless to say, if any financial assistance is desired to be furnished to any organization, it should go to AWOC, which could use it most effectively.

"Accordingly, your committee recommends that these resolutions be filed."

The committee's recommendation was adopted.

Policy Statement VII

Agricultural Labor

(c) Although the achievement of collec-

tive bargaining rights nailed down into contractual form is by far the most important single measure of prevention against the human misery caused by the miserable conditions forced upon agricultural workers, organized labor will intensify its efforts to obtain effective action in order to secure for farm labor the benefits of standard socio-economic legislation as well as the drastic reform and gradual abolition of the foreign labor importation program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Joseph Kennedy

President, Northern Area, NAACP

President Gruhn then introduced Joseph Kennedy, President of the Northern Area of the National Association for the Advancement of Colored People, who addressed the convention as follows:

"I had a sort of mixed reaction to your applause as I came in this morning, and as I was introduced by your president, wondering whether you were applauding me, or simply applauding the mention of the name 'Kennedy'. It seems to be a good name notwithstanding!

"I might point out that as between my branch of the Kennedy family and the branch that now enjoys the pleasure of having a Democratic candidate for the office of President, the difference is this: I suspect that you have noticed that my name is the same as the father of that distinguished nominee, except that his middle initial is 'P.' and mine is 'G.' There is another difference. Both of us are Irish; however, he is white Irish and I am black Irish.

"There is also another vital distinction. He is a multi-millionaire and I am a no-millionaire.

"We are indeed pleased to be here this morning to enjoy just a few moments with you. We deeply regret that our distinguished secretary from the national office in New York could not be here.

"I had the pleasure of speaking before your convention last year in San Diego, and I can say that I enjoyed that experience tremendously.... which reminds me of a story which is told about Winston Churchill.

"It seems that when he was called upon to speak to a certain group in the eastern part of the United States, he was introduced by a gentleman who was considerably less articulate than your distinguished president, and during the course of the introduction the gentleman pointed out that Mr. Churchill had been there on previous occasions and, 'Of course', he said, familiarity breeds contempt. But I am satisfied that you gentlemen will not feel contemptuous because of Mr. Churchill's appearance on this occasion'.

"After the introduction Mr. Churchill rose to give his speech, and he said: 'I have nothing to say about the fact that I have been here on previous occasions or how you took my speeches on those occasions. But I do have just a word to say about 'familiarity'. Nothing that I know of can be bred without some degree of familiarity'.

"And so it is that we come here today realizing that nothing whatsoever can be bred without some degree of familiarity, and certainly we are proud of that degree that has existed as between your organization and our organization.

"I bring you greetings from the National Association for the Advancement of Colored People, which body has authorized me to extend our most sincere wishes that your convention be a successful one.

"Since its inception, the NAACP has engaged in many efforts designed to raise the economic level of the Negro to that enjoyed by his fellow citizens. We are proud to have had organized labor as our ally in these efforts. We are indeed thankful for the extensive contributions made by organized labor to the cause of human rights. We, members of the National Association for the Advancement of Colored People here on the West Coast, are especially proud of the excellent relationship existing between our respective organizations.

The Years of Crisis... The Time of Decisions

"These are important times in which you meet. These years may go down in history as the years of great crisis; as the time of great decisions.

"Scientific advances have enabled man to bring forth a weapon which makes any idea of violent conflict between nations an absurdity.

"Man has discovered that a means of destroying whole nations is available out of the minerals of the earth and that no people can hope to remain secure against the atomic bombs of another people no

matter how distant one country may be from the other.

"Peoples throughout the world feel an unprecedented urge to find ways and means of avoiding war. We have been brought face to face with stark reality, that wars cannot hereafter be tolerated and that people must never again allow one-man government to exploit them and drive them into war.

"Greater than the atomic bomb itself is the challenge to man to rise above this new means of world suicide and to implant throughout the human race an understanding of the futility of combat and the need for removal of the basic causes of international friction.

"The remedies that existed and sufficed to cure the social ills of the world of yesteryear will not and cannot serve as a panacea for the sickness that seems to have gripped today's world. The problems of today's world, and they are multitudinous, cry out for new cures; for bold and ingenious solutions. Just as twentieth century man's ingenuity has devised the most destructive force ever known, so that same ingenuity must devise means by which men can live. Our world and our nation can no longer afford the luxury of racial and religious intolerance and bigotry; our world can no longer countenance a picture that on the one hand displays the well fed, well housed and well clothed, and on the other hand displays the dismal scene of the ill fed, ill housed and ill clothed. In this day and time of rapid fire electronic communication and jet-propelled travel, isolationism is merely folly and provincialism; an exemplification of utter stupidity. We must think in terms of meeting the total needs of the world in which we live and we must think in terms of meeting those needs immediately. Time is no more; the time for judgment is upon us; it is now or never.

Today, Our Human Relations Problems Concern the World

"The things you say and do here in Sacramento may seem, at first blush, to have meaning only in the relatively small confines of the state of California; however, the things you say and do here will not be said or done in a vacuum; they will be seen by all who care to look, in relation to the broader and more expansive problems of today's world.

"Less than a decade ago your problems in the areas of human relations were backyard affairs, known to the rest of the world, but received by them as part of the American way of life. Today, with the emergence of new nations, almost daily, and the most, if not all of them, being peopled by colored people, the attitude of our social democracy, with respect to the color of its citizens, has become a matter of international concern.

"The world knew of Little Rock, and the issues involved, before many Americans knew of that dark hour in American history. Citizens of India and China were more cognizant of the issues involved in the Montgomery bus boycott long before many citizens of California knew they had buses in Montgomery or that there was even a Montgomery.

"In this, the year 1960, the latter part of the twentieth century, in this, the peak period of the golden years, Negro students in the southern part of the United States are justifiably in revolt against lunch-counter Jim Crow. To deny an American citizen access to a public lunch counter is senseless and demeaning. A Negro may patronize all the counters in national variety chains like Woolworth's, Grant's or Kress', but not the lunch counter or the soda fountain. In some places, he is allowed to eat at the lunch counter, but only if he stands. The moment he 'sits' there is trouble, for the southern whites believe that seated Negroes are attempting to practice 'social equality'.

"Whether he is educated or uneducated, whether he is rich or poor, the Negro knows very well the meaning of Jim Crow. For him it is ever present, an obscene daily reality. Even when intangible, he finds it dispersed through the whole atmosphere of the South. In the South, the Negro cannot eat a hot dog at a public lunch counter—he cannot eat a T-bone steak in a restaurant—he cannot drink a cup of coffee in a cafe—he cannot sip a Coca-Cola at a soda bar—he cannot drink a Bromo-Seltzer for his headache in a drug store—whenever and wherever he tries to use a public facility he is faced with the bewilderment and the pain of refusal. He has to put up with the insolence of white waiters and clerks and managers. These are galling grievances. He is set apart. And though he may be thrifty, intelligent and law-abiding, he is not allowed to live or work or play as others.

Racial Discrimination Not Confined to the South

"The more obvious forms of racial discrimination may be found in the South, but racial discrimination is by no means confined to the South. The more insidious

forms of apartheid are to be found in the East, North and West. In the West, under the masquerade of racial tolerance and an outward semblance of equality, men of color find that they cannot purchase a decent house where they have the money to buy. Negroes are refused employment in fields where they have the skills to perform; and Negroes find it difficult to eat in some places or even to secure a night's lodging. In short, we have created a surface appearance that in the final analysis amounts to tokenism. Tokenism is symbolic compliance made persuasive with a minimum amount of physical reality.

"Today's Negro citizen has decided that token integration in the schools and other public facilities is not enough. A century has passed since Fort Sumter, and during this period all of the aftermath of the Civil War should have been completely dissipated.

"By recognizing how the enjoyment of rights works in our country, I do not draw the conclusion that it works perfectly. But I do say that it works; that the handicaps on the whole are slowly decreasing. What above all is most important is that no disability, no denial of rights to any group, shall be sanctioned or enforced by public authority, for this is a threat to the freedom of all groups.

"By the grace of God and the aggressive action of Negro college students of the deep South, receiving in many instances help and cooperation from their white counterparts, lunch counters and restaurants have now been opened to all Americans regardless of their color. In those areas that have not responded to a pressing sense of social responsibility, it is abundantly clear that it is only a matter of time. It is only fair to say that these advances have been made possible, not alone as a result of the economic pressure applied by student groups, but also as a result of the concerted efforts of other groups interested in the dignity of man, notably labor organizations such as yours.

"Unfortunately, the more subtle forms of racial prejudice and discrimination have not been as easily dispelled. Despite the enactment of laws designed to eliminate discrimination in employment, housing and other areas of our national life, discrimination in these fields remains the cancerous growth that threatens to destroy the dream of our social democracy.

California FEP Law Only a Beginning

"Last year, at your convention in San Diego, I complimented you on your efforts in securing the passage of an FEP statute in this state. I think that you were deserving of that compliment, for I know of no other organization that contributed more, in every way, to the passage of that landmark legislation than organized labor. However, today I must remind you that the passage of the law is not and was not intended to signal the end of discrimination in employment. On the contrary, it was only the beginning of what its proponents hoped would be the end.

"Too little time has passed since the enactment of FEP legislation to determine its overall effectiveness. Notwithstanding, it should be perfectly clear to all of us interested in the effective operation of such legislation, that nothing, absolutely nothing, will be accomplished by such legislation, unless we all work together to see that it is effectively implemented. I call upon you, as one of the proponents of such legislation, assembled here in Sacramento, California, in annual convention, to resolve that you shall work honestly and earnestly to see that the FEP statute of this state is adequately implemented to the end that discrimination, either on a racial or religious basis, is completely eradicated in California.

Housing—the Most Critical Area

"Housing is, has been for many years, and it would appear will for a long time remain the most critical area of our national life. Even though all Americans find it difficult to acquire adequate housing at a price which they can pay, many Americans, solely because of their color or religion, find it next to impossible to acquire adequate housing at any cost. Last year I applauded you for your efforts in helping to secure the passage of housing legislation in this state designed to curb discrimination in the specified area of governmentally assisted housing. Although we all energetically supported this legislation, by the same token we recognized what was obvious, that this legislation would not and could not eradicate the problem which we sought to destroy. The Hawkins Fair Housing Act, commendable in terms of the policy which it seeks to establish, is limited in its scope and becomes nothing more than a statement of official state policy because of lack of proper forces to implement it.

"The tremendous population explosion of the last decade, together with migration into urban areas, has placed a terrific strain on urban housing facilities for all peoples. In the ghettos, filled to the overflowing by low income minority families,

the load has been intolerable. Urban redevelopment programs have not helped the problem, but have had the tendency to bring about a transfer of ghettos from one area to another, thereby increasing rather than decreasing the incidence of urban blight.

"The need for housing for members of minority groups, at a cost which they can afford, has never been more acute. Therefore, it becomes more evident than ever, that in order to insure all Californians the right to acquire decent and adequate housing, we must have legislation that strikes at and effectively dispels all vestiges of racial and religious discrimination in the sale, rental or other allocation of available housing. We must have legislation that will eliminate the problems of financing in this area; that will curb the activities of the unscrupulous real estate dealer; and that will serve to educate sellers of the feasibility of the open occupancy policy. We call upon you to join forces with us and other organizations in this state concerned with the welfare of each and every citizen, in securing the passage of effective housing legislation that shall insure to every American citizen, irrespective of his race and/or religion, the right to purchase a house, to rent an apartment and to secure housing wherever he has the means to purchase.

The Effects of Automation

"In addition to the many problems which confront American labor, there is one, the effects of which may tend to be more devastating than all the others together. Today we live in an age when one IBM machine can do the work which previously required eight clerks; when one ditch digger can do work which formerly required as high as twenty laborers; when one cotton picker can do the work of a whole host of field hands; and when one automatic elevator has displaced three shifts of operators. In short, this is the machine age, the age of automation. Even though automation has been a boon in terms of added leisure hours afforded workers because of it, it has also created problems of great consequence. For, because of automation, the traditional concepts of our labor force have been subjected to sharp and drastic change; skills which sufficed and enabled a man to make a handsome living twenty years ago are no longer needed, and in their place has emerged a whole new concept of required skills.

"The transfer from manpower to machine power has placed a great responsibility on the shoulders of organized labor. The first problem is to enable the individual worker to make the transition in terms of a change of their basic skills; this has required the creation of new training machinery by which skills could be converted. Secondly, emphasis has been placed upon our apprenticeship programs to the extent that young workers are prepared to take their proper place in this new and expanding economy.

"Here again racial and religious bigotry rears its ugly head. Negro workers and other minority workers, being the last hired and the first fired, have found it difficult to acquire particular skills and therefore fall into that broad classification of laborers. It is therefore incumbent upon organized labor to assume a positive position with respect to this problem and take affirmative steps to see that minority workers, within its ranks, are given an equal opportunity with other laborers to acquire skills in all fields of endeavor, wherever the innate ability to acquire the skill is displayed.

"A basic need today is to make possible the full realization of the individual American citizens' talents and abilities, without regard to his race or religion, in terms of industrial and engineering skills, to eliminate all the restrictions and limitations which prevent members of minority groups from becoming highly skilled workers, and to enable them to share the full benefits of the rich American economy. If we do not succeed in large measure in making possible the realization of the minority or non-white potential, American society will be denied urgently needed manpower skills and ethnic minorities will be forced into an even more marginal position in the American economy while economic opportunity increases for other groups within the total community.

Training Programs Must Admit Minorities

"Because the quality and quantity of vocational and technical training is a basic element in fundamentally changing the status of non-white workers, effective methods to eliminate current restrictions that prevent the admission of qualified Negroes and members of other minorities into apprenticeship training programs and other forms of vocational training must be taken by all agencies, public and private, concerned with effective manpower utilization in the national economy.

"The insidious practice of eliminating the farm worker from the benefits of every piece of social legislation ever passed has

been one that has continued too long. We are aware of the fact that 39.2 per cent of the migrant farm worker force is Negro. However, not because of this, but in spite of it, we condemn the present low wages accorded such workers, and we abhor the idea that they should be denied adequate representation by way of organized labor. We laud you in your efforts to organize the forgotten Americans.

"By the same token, we abhor the corporate interest that would deny the basic social concepts of our time by firing more than 262 of its employees simply because they refused to cross a picket line; and together with you, condemn Sears or any other organization that engages in this insidious type of practice.

"We feel that over the years our organizations have been brought closer together by reason of the cooperative efforts in which we have engaged, more notably the fact that all of us have taken an interest in the exercise of the right of franchise by all Americans. To the extent that our organizations have been brought together in great legislative drives (and for this we are indeed thankful), we commend you for your resources in this direction and certainly we hope that our cooperation along these lines will continue. The more we cooperate, the more we become aware of the fact that our problems are the same types of problem.

"Time will not permit me to discuss all of the important issues of today with you, for there are many. Those I have mentioned are, to us, of pressing importance.

"We rest secure in the fact that your deliberations here will be fruitful and that your decisions will be made in the light of the problems that confront all the people of our great state."

Alan Cranston

Controller, State of California

President Gruhn presented Alan Cranston, Controller of the State of California, who spoke informally as follows:

"I am delighted to have this opportunity to talk with you very briefly today. I want first of all to thank you for the fact that I am in Sacramento, for I would not be here without the help that you gave me in the campaign of 1958. And so it is a particular pleasure for me to be here today and to welcome you to the city to which you sent me in the first place.

"I am also proud to follow a man named Kennedy on this platform, and proud to follow a representative of the National Association for the Advancement of Colored People to this platform. And I am proud, too, of the plank that the Democratic national convention and the Democratic state convention adopted on the particular area of civil rights and also of the positions taken at both our national and state conventions on labor matters.

Needed Every Day—550 New Jobs

"We in California face together some particularly interesting and challenging problems that I want to touch upon briefly with you today. One way to sum up one of them is to say that every day through the 1960's, the decade that is now opening before us, California's mushrooming economy must employ on the average of 550 new people day after day after day through the next ten years, thus providing two million new jobs in California in the course of just one decade if we are to keep pace with enough jobs to employ a fair working percentage of California's rapidly growing population.

"Every day 550 new jobs must be created and filled, or there will be stagnation, and, in short, long-term unemployment.

"The task of having 550 new men and women at the right place at the right time will challenge labor and business and government in the years that are ahead of us. The need for new employment opportunities in California is one of the most critical social-economic problems confronting all of us. It is a challenge that will be all the more difficult in the 1960's because, as all of you know, it will be a decade of great technological advances, as so many speakers have emphasized this week in talking with you.

"These strides can well cause far greater productivity, but on the other hand, they could also mean serious displacements and economic hardship for countless thousands of families in the economic force and the working forces of our state.

"I have had some direct experiences of my own with some of these electronic computing machines and modern devices in my work as State Controller. I conduct here an office that actually turns out some 12,000 checks and warrants every day, signed by me, and of course it has to be done by a machine when there are that many. It amounts to a total of $22 million that we disburse daily. And by the use of modern machines we do this more rapidly, more efficiently, but with a smaller number of individuals involved in that work.

"We now have machines for all sorts of

purposes in government and in business, and in the conduct of your labor organizations, too, that are far swifter and far more accurate than human beings. This will have all sorts of effects on our society as we have more and more of this equipment put to work.

Automation and Politics

"A little while ago I was talking with Robert Hutchins, the noted educator, about this problem. He said that by 1985, which happens to be one year after George Orwell's fabled year, there will be machines perfectly capable of running the affairs of a modern corporation. He also said that this is going to have its effect, in his opinion, on politics. For example, he said that we are about to elect what he called our 'last anthropomorphic President'. I confess, I had to ask him the exact definition of that word. And he said: 'It is a conception of a god in human form or with human characteristics'.

"But he also added, 'Future presidents will simply have to be the best qualified to feed into computing machines the relevant facts. And then we will be inventing machines that will be perfectly capable of selecting the facts that we need in the machine'. And then he said that we might as well trade in the Democratic and Republican parties and have the IBM party and the Remington Rand party!

"Implicit in all of this are great dangers to the individual, to the freedom and importance of every human being. These machines are in strange ways like human beings. For example, I have discovered that certain types of computing machines actually have nervous breakdowns. They start making certain types of errors that are not attributable to any mechanical error, and that seem to be closer to how a human being behaves when he or she has a nervous breakdown than to anything scientific or mechanical.

"The slowness of the human mind might eventually nullify our control over these machines. These machines are so bright that there now exists one which can learn how to play checkers, and after 20 hours it can beat the man that programs the machines to play checkers against him.

"These machines may soon be capable of playing economic games; of figuring out the production schedule of an industry; of manipulating the stock market. Once these machines are set to work they may ultimately be capable of sweeping their masters to destruction before the people that set them in motion know what they are up to!

"For example, modern push-button warfare, as all of us recognize, is so swift and complicated that only computers may be able to think fast enough to make the strategic decisions and to decide whether bombs and missiles should go to one place or to another.

"It is the responsibility of all of us (and this is a great responsibility that we share together) to preserve the dignity and the freedom and the status and indeed, perhaps, the survival of the individual in the ever more complex society that we see developing all around us.

California's Economy Must Be Strengthened

"We in California also face the particular task of encouraging here a congenial and dynamic industrial climate in our state. We must plan right now, beginning at this moment, for orderly and healthy growth in the private sector of our economy. Working together we must strengthen our economy by seeking the development of new and diversified enterprises that meet all of our needs and provide employment for all of our people. But at the same time we must never overlook or neglect the increasing needs of our people which only the public sector of our economy can meet. Careful attention to both these sectors, the public on the one hand and the private on the other, can mean a better and a happier life for every man, woman and child in this great state of California.

"The State Economic Development Agency created in 1959 by the state legislature at the request of Governor Brown is designed to fulfill the state's obligation to help cultivate a balanced and diversified economy.

"California's work force in 1959 has been calculated to have been on the average 5,808,000. By 1970, it will approach eight million. Virtually every category of employment — manufacturing, finance, insurance, real estate, construction, services, trade, transportation—will feel the impact of this incredible growth. We are growing at the rate of one brand new city and county of San Francisco each year at the present time. In the decade ahead, World War II babies will be entering the labor market for the first time, and the traditional appeal of California as a 'Land of Promise' assures a continued migration to our state from other states and from other nations, meaning more and more

working men and women crossing our borders every day.

The Task Is Not Ahead, But Here — Now

"This steady growth places a strain on every level of government in California—the state, the county, the city. We must build new hospitals and schools—schools at the rate of one a day—to keep pace with our population growth. It is a population which will be 22,000,000 by 1970. We must build new streets and highways, better airfields and harbors; provide additional police and fire protection, sanitation facilities. We must see to it in another and perhaps a more important sense, that our elder citizens live out their twilight years in peace of mind and body; that the incapacitated are cared for; and that working men and women will be adequately compensated if temporarily unemployed.

"Is it any wonder that under these increasing burdens and these rising needs and rising expectations that we are compelled to spend more each year in California?

"We who are in Sacramento need the advice and the assistance of each of you, and indeed of every taxpayer in our state, in dealing in the years ahead with these vital issues. As the greatest state in the greatest democracy on the face of our earth, we share together a particular responsibility to give California the best government any state has ever had."

ILGWU Union Label

President Gruhn introduced Delegate Sam Otto of the International Ladies Garment Workers, who made the following announcement:

"The International Ladies Garment Workers Union has a membership of close to a half a million, and we are under contract with about 7,000 employers. In these last two years, every one of those contracts was made to accept a union label clause.

"We are making this label known to the entire public, particularly within our labor movement."

To acquaint the delegates with the label, aprons imprinted with it were distributed throughout the auditorium.

Recess

There being no further business, the convention was recessed by President Gruhn to reconvene at 2:00 p.m.

WEDNESDAY AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:15 p.m.

Final Report of Committee on Credentials

Chairman James Blackburn of the Committee on Credentials presented the final report of the committee.

On motion by Chairman Blackburn, the convention adopted the report as a whole, and President Gruhn discharged the committee with thanks.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Policy Statement VIII
Social Security

(a) The abysmal void facing our 16 million senior citizens as a result of the conclusive failure of voluntary programs to meet their compelling health care needs can only be filled through the enactment of a Forand-type program of prepaid health care under the Social Security system with financing provided through a payroll tax shared equally by employers and employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 39 — "Health Insurance for the Aged"; **Resolution No. 160**—"Support the Forand Bill."

The committee report:

"The subject matter of these resolutions is similar, namely, support of health insurance for the aged through national legislation.

"Your committee recommends that the last Resolved of **Resolution No. 39** be amended by inserting at the end of line 2 'and Senators', and as so amended, your committee recommends concurrence in **Resolution No. 39**, and further recommends that **Resolution No. 160** be filed."

The committee's recommendation was adopted.

Policy Statement VIII
Social Security

(b) The extremely unrealistic income levels of OASDI beneficiaries demand extensive improvements in benefit and coverage provisions, as well as adjustment of severe inequities through increasing the contributory wage base from $4,800 to $6,000 annually along with a rise in the employer and employee contribution rate as necessary.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 27 — "Lower Age Requirements for Social Security Benefits."

The committee report:

"The subject matter of this resolution is concerned with the reduction in age for individual qualifications to receive Social Security benefits.

"The suggested reduction is not consistent with **Statement of Policy VIII, Social Security,** section (b) (7), and accordingly your committee recommends this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 211—"Increase in Allowable Earnings Under Social Security."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 249 — "Increase Income Limitation for Social Security Recipients."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VIII
Social Security

(c) California labor, recognizing the basic shortcomings of voluntary medical care programs, reaffirms its support nationally for comprehensive prepaid medical care legislation, and dedicates itself on the state level to revitalizing the drive launched under former Governor Warren for a state health care program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 63 — "Eliminate Excessive Charges for Medical, Hospital and Other Health Services"; **Resolution No. 161**—"Medical Care Costs."

The committee report:

"The subject matter of these resolutions is similar; namely, the elimination of excessive charges for medical, hospital and other health services.

"Your committee recommends concurrence in **Resolution No. 161,** and recommends that **Resolution No. 63** be filed."

The committee's recommendation was adopted.

Policy Statement IX
Social Welfare

(a) Organized labor calls for comprehensive improvements in our public assistance programs coupled with elimination of residence requirements and the easing of restrictions regarding the source of need as factors in eligibility.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 78 — "Improve Social Work Standards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 81—"Develop Rehabilitative Services in Public Assistance Agencies."

The committee report:

"Your committee recommends that the first Resolved be amended by striking in lines 3 and 4 the words 'the State Department of Social Welfare' and inserting the words 'the appropriate state agencies.'

"Your committee further recommends that the second Resolved be stricken in its entirety; and as so amended, your committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 158—"State Subsidy Program for Probation Officers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IX
Social Welfare

(b) The labor movement in California pledges full utilization of its resources to

defeat the barbarous and unconscionable threats to child welfare posed by the recently accelerated efforts to discredit and weaken the Aid to Needy Children program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 77—"Liberalize Aid to Needy Children Program."

The committee report:

"At the request of your committee, the sponsors of this resolution appeared before it and explained that what they desire was the establishment of a new program at the national level to care for the problem of aid to the needy children. The sponsors, however, were not exactly clear as to how such a program was to be financed.

"Because of the novelty of the program, the need for financing and its possible impact on the basic social security program, your committee believes that the subject matter of this resolution should be referred to the incoming executive council for study and that the resolution should be filed."

The committee's recommendation was adopted.

Presentation of the Federation's Tenth Annual Scholarship Awards

Secretary Pitts presented the Federation's tenth annual scholarship awards to the six winners of this year's competition:

"This is a very great honor and privilege for me to present to this convention six wonderful young people who have won the 1960 scholarship awards that are sponsored annually by our California Labor Federation.

"We are pleased indeed that this, our tenth year of presentation of these awards to promising high school seniors throughout the state of California, marks the broadening of our scholarship program from three to six $500 awards annually. The addition of three awards this year was made possible by the sponsorship of the following affiliates, each of which financed one additional award:

"No. 1, the Los Angeles Building and Construction Trades Council, represented by Ralph McMullen.

"No. 2, the California Legislative Board of the Brotherhood of Railroad Trainmen, represented by George Ballard.

"No. 3, the Painters District Council No. 36 of Los Angeles which designates its award as the Roderick McKenzie Memorial Scholarship Fund. The District Council of Los Angeles will be represented on the platform by Brother Charles Marsh.

"As you know, the Federation's scholarship awards are presented annually to assist outstanding students to obtain a higher education, and to promote better understanding of the American labor movement in our industrial relations history.

"As an expression of organized labor's concern over the problems of our broader community, and one of the community services performed by the Federation and its affiliates at local and state levels, we are more convinced than ever that this program cements our relationship with educators and the general public.

"We place no restrictions on the use of the awards. The winners are entirely free to pursue their future course of study at an accredited college or university of their own choice.

"We are fortunate to have all six of these young people with us this week, and hope that their time here will enrich their understanding of labor's role in building this nation's economy and improving its standards of social and economic justice.

"It is our hope that they will leave us with a greater insight into organized workers as one of the greatest hopes for the full implementation of democracy and equality in America.

"I take great pleasure at this time in introducing to you the winners of our scholarship competition.

"From Redlands Senior High School we have Miss Jo-Ann Scull, the daughter of a member of the Plumbers Union in Riverside in San Bernardino County. She has made an outstanding scholastic record at the Redlands High School. Besides achieving honors in public speaking, debates and other academic activities, she has won two other scholarship awards, including one sponsored by her father's local union. Jo-Ann has enrolled at the University of California. During her attendance at Redlands High School she was active in the school band, the Future Teachers Club, the World Affairs Club, and was president of the 4-H Club, among other extracurricular activities.

"As a building tradesman's daughter, she is being awarded the scholarship made available by the Los Angeles Building and Construction Trades Council.

"May I present to you now, Jo-Ann Scull."

Jo-Ann Scull

"I sincerely want to thank you for this scholarship and for the great role that labor has played in the education of the youth of today who will be tomorrow's labor leaders. Labor has shown its enthusiastic support of education, not only by offering these scholarships, but by its support of education acts, and as Mr. Heilborn mentioned this morning, the part that the most important people in the California labor movement have contributed to education, such as Mr. Pitts serving with distinction on the State Board of Education, and Mr. Haggerty, one of the most valuable members of the Board of Regents of the University of California.

"In carrying on in these capacities, they are going ahead as organized labor has since the beginning of the history of the United States, to support public education. It was one of the planks of the first labor movement of the United States in Philadelphia, way back in 1829, to provide for 'a general system of state education'.

"Receiving the scholarship hardly yet seems a reality to me. Every time I think of it, I have to pinch myself to make sure that I am not dreaming, for the scholarship has been my fondest dream ever since a girl from our town, Barbara Wolf, won it two years ago. But when I heard that over 600 students had taken the test for this scholarship, my dreams strictly collapsed, for $500 seems like such a lot of money to receive overnight. The largest sum of money I ever received was a little over $300 from the auction of my 4-H blue ribbon steer, and when I deducted expenses I had a little over $100 to pay me for all the hard work I put in on him, which averages out at about 30 cents an hour after the 300 hours of work I spent.

"The labor that I put out to raise that much money truly shows me the value of this scholarship. I have had a union background all my life, as my dad has been a union member for over 20 years, and is currently a member of the Plumbers and Steamfitters Union, Local 364, Riverside, and a former delegate to the Central Labor Council. I not only gained a much better understanding of my father's union and his work through this essay examination, but I learned about the vital force that labor has been throughout our nation's history.

"Labor has greatly raised our country's standard of living, which is the highest in the world, and it is only through the union of individual members that labor has been able to gain an equal footing with management in bargaining for the rights of its members.

"Also, I want to thank you for the opportunity of being able to attend this very interesting convention, being given a chance to listen to all these distinguished speakers, which is a once-in-a-lifetime thrill. In the words of my crowd, 'I have been in seventh heaven all this week!"

Secretary Pitts resumed: "It is not difficult to understand, after listening to her remarks to this convention, how this young lady won the scholarship! I should like to add here, if I may, that Ralph McMullen, the representative of the Los Angeles Building and Construction Trades Council, whose award went to Jo-Ann Scull, is, like her father, a member of the Plumbers Union, and has been for 57 years.

"From the Polytechnic High School in Sun Valley, Los Angeles, we have Robert Owen Loveless, who ranked among the first 12 in his graduating class and was the school's seal bearer. His mother is an elementary school teacher in Los Angeles and is a member of the Teachers Union, Local 1021.

"Robert, who plans to attend UCLA, was a semi-finalist in the National Merit Scholarship Competition and won a $200 regional scholarship and a $66 state scholarship. He is a member of the Thomas Jefferson Young Democrats Club in Los Angeles and plans to be active in precinct work during the coming campaign. His extracurricular activities include class forensics.

"It is fine to present to you now Robert Owen Loveless."

Robert Owen Loveless

"Ladies and gentlemen of labor. I would like to thank you sincerely for making it possible for me to be here today. Your $500 award is going to make it much easier for me to finance my first year in college, but also the experience of meeting and informally chatting with people here has given me a better understanding of you who lead the labor movement in California. The workers of California need have nothing but the brightest optimism for the future with such able, dedicated leaders.

"I have learned through my mother, who is a member of the American Federation of Teachers, of the abysmal ignorance of most elementary school teachers as to the purpose and value of unions. Needless to say, many members of other professions share this ignorance.

"In this connection, I feel that you are acting wisely in your own self-interest in encouraging young people to study the history of labor and the current labor-management situation. For any intelligent person who learns of the conditions of the working man and woman before the rise of strong labor unions and the fine causes labor is fighting for today cannot but realize that the labor movement has been the greatest boon to the working man in the history of civilization, and that labor unions on the whole have been and always will be a force for social justice.

"You have a good thing to sell and this is the way to sell it. Let young people know your cause and they will support you. As they grow older and become teachers or doctors or lawyers, they will take their knowledge and their support to you with them; and thus the labor movement will eventually be strengthened.

"Thank you again for what you have done for me. But, much, much more, thank you for what you have done for our country and for the world."

Secretary Pitts continued: "Now, from El Cajon Valley High School we have Myrna Celeste Wooters, who was an honor graduate of that school and the winner of her school's highest award; the Sterling E. She plans to seek a teaching credential and then a law degree.

"Myrna has been a member of the California Scholarship Federation for three years and has been an active participant in the student government. On the community level, she has been actively associated with religious and fraternal groups, as well as a hospital auxiliary and the Girl Scouts. A member of her school's band specialty corps, Myrna marched with her group at the Democratic National Convention in Los Angeles. As yet, Myrna has not indicated which college or university she will attend.

"It is my deep pleasure to present to you Myrna Celeste Wooters."

Myrna Celeste Wooters

"When I first heard that I would have to come up here and make a speech, I told your friendly red-headed office secretary: 'What would happen if I fell on my face?'

"She replied that if I fell, someone would pick me up.

"Has she made the proper arrangements?

"I have heard that speaking is a two-way proposition. I will make the speech, and there are those who will listen.

"Let me know if you get through first!

"I heard about your scholarship from a friend of mine, John Hunter, from the El Cajon Carpenters Union. He informed me that I was to apply for this scholarship because I would learn something whether I won or not. Now I would like to thank you for all those who entered your competition and did not win. Your scholarship enabled many to learn about your history and your ideals with encouragement and interest. Books were made available to the schools through the local unions. I know that many people who will grow up to be the leaders of our century have now been educated in your ideals and will be better prepared to meet the situations that will come.

"I was interested to learn that scholarship money was designated very early by unions which supported national enactment of a program that strike money that was unused would be used for education of the young people. I did my research by writing a term paper on your early history. I thought of the interest of your unions. I know that now I will be better prepared as a lawyer and perhaps in the government to meet your problems. It has been my long hope to some day be active in the legislature and to some day work with the labor problems.

"I hope that this experience will help me in my future life.

"It would not be possible for me to attend the college of my first choice, Occidental, without your scholarship. I have just found out that I have won a state scholarship, which will assure my four years at Occidental.

"I want to compliment you on your interest and your interesting speeches and your interesting resolutions. It has been an experience that I will never forget, and I am sure that you will not either."

Secretary Pitts made the next introduction:

"Now, from Sanger Union High School we have Marilyn Lee Davis, the daughter of a member of Local 1245 of the International Brotherhood of Electrical Workers.

"Marilyn graduated with honors from her school, ranked first in her graduating class and was named valedictorian. She plans to attend Fresno State College. She has a life membership in the California Scholarship Federation and was voted by

her classmates as the girl most likely to succeed.

"Marilyn has held various class offices. Her extracurricular activities have included swimming, band, choir and membership in various service clubs. Marilyn has been designated to receive the Roderick McKenzie Memorial Award made possible by the Painters District Council No. 36 of Los Angeles.

"It is pleasant indeed to present to you Marilyn Lee Davis."

Marilyn Lee Davis

"And thank you, the California Labor Federation, for making this scholarship possible for me. I certainly appreciate it.

"This award has given me two benefits: an educational one, and a financial one as well. Through my preparation for this test I have learned to better understand the functions of labor. I am now more aware of what labor is doing to help all of us.

"I plan to use the scholarship, as was said, at Fresno State College, which is a four-year college; and I plan to major in secondary education."

Secretary Pitts resumed:

"From Capuchino High School in San Bruno we have Cecilia Dianne Black, the daughter of the chairman of District Lodge 89 of the International Association of Machinists. She is a top student at her school and was elected graduation speaker by the faculty and senior class; was named outstanding graduate of 1960, and was editor-in-chief of the high school's year book. While attending Capuchino High School, Cecilia won a scholarship from the American Field Service for six months' study in Europe and spent the first half of her senior year in Torino, Italy. She also received a Bank of America Award for achievement in the liberal arts and language fields, and was recently awarded another scholarship at the University of Chicago, where she plans to use her Federation-sponsored award.

"Cecilia is a lifetime member of the California Scholarship Federation and Phi Beta Cap; a charter member of Quill and Scroll, an international journalism society, and also winner of honors for many extracurricular activities. Upon obtaining a master's degree she plans work for the United Nations.

"Cecilia Black has been designated to receive the award made possible by the California Legislative Board of the Brotherhood of Railroad Trainmen.

"I present to you Cecilia Dianne Black."

Cecilia Dianne Black

"I would like to thank all the members of the California Labor Federation and of the Brotherhood of Railroad Trainmen who provided the funds for my scholarship. Next month when I am studying at the University of Chicago, each evening as I do my homework I will think of all of you who are making all of that possible.

"When I first heard that I had won the scholarship I was very surprised. The test was one of the hardest I had ever taken. I think my father was even more surprised, though. He is the general chairman for IAM. He has been in that union for 25 years. And now he thinks that we may possibly have a labor leader in our family in spite of the fact that all of us turned out to be girls!

"Although my family has always been in favor of organized labor, I feel that I learned very much about unions and gained a deeper understanding of the modern labor movement through my preparation for this test.

"I think all of you in labor benefit not so much from awarding scholarships and in giving financial aid to us as you do from high school students all over the state learning more about organized labor through their study for this test.

"I am really proud to be associated with the California Labor Federation, and I will always consider it an honor that part of my college education was paid for by the AFL-CIO.

"I feel that organized labor is doing much to make our country a better place in which to live through the sacrifice, the courage and the convictions of the members of organized labor. My father being in a union, I know the sacrifice and courage that it takes to have these convictions sometimes. I hope some day to be a part of the AFL-CIO myself."

Secretary Pitts then presented the sixth winner:

"Now, from Marysville Union High School, we have Edmund Ray Manwell, who has a near-perfect high school scholastic record and has been accepted with honors to enter the University of California, where he will study a pre-law course. The winner of the Danforth Foundation Award for leadership, he has also won recognition for a number of academic and extracurricular achievements. Edmund is

a finalist in the National Merit Scholarship Program; won his school's award in the Bank of America Liberal Arts Third Zone Event ,and was made valedictorian of his class. As holder of the highest service award from his high school, Edmund has been active in both high school and community musical functions and a winner of athletic awards.

"Edmund is also a life member of the California Scholarship Federation, having served as president of the Marysville Chapter and having participated as a finalist for the Seymour Award of the Scholarship Federation.

"Edmund Manwell."

Edmund Ray Manwell

"I think that each of us, in studying for this examination and in preparing for the qualifications of this award, has learned a great deal about the theory behind labor unions and the high ideals carried by labor union members throughout our nation. I think that after observing the proceedings here this week, we will all come away with a much greater idea of the actual, practical workings of labor unions, and that we will be prepared to explain in some small measure to the people who are less well informed on unions exactly what the idea of unionism is all about.

"A speaker on this platform yesterday made a statement that interested me when he said that perhaps one of the greatest needs of labor today is better public relations. I hope that when I have completed my pre-law study and have become a lawyer, I will be able to help present labor to the public in as great a light as possible, thanks to the award that you have presented me."

Nomination of Officers

As a preliminary to the nomination of officers, President Gruhn stated:

"I direct your attention to Article V, A (1), section 2(b), commencing at page 11 of the constitution.

"As each of the various offices are open for nomination, it is to be stressed that if any individual is nominated for an office and does not wish to run for such office, it is necessary that he decline the nomination before nominations for that specific office are closed.'

"This is extremely important, because under this section, if an individual is nominated and does not decline, he cannot run for another office."

The convention then proceeded to the nomination of officers.

President

Albin J. Gruhn, Laborers No. 181, Eureka, was nominated by Lee Lalor, Construction and General Laborers No. 304, Oakland.

The nomination was seconded by Thomas A. Small, Bartenders No. 340, San Mateo, and Harry W. Hansen, Central Labor Council, Eureka.

There being no further nominations, the Secretary was instructed to cast a white ballot declaring Albin J. Gruhn unanimously elected to the office of President.

Secretary-Treasurer

Thomas L. Pitts, Bartenders No. 686, Long Beach, was nominated by M. R. Callahan, Bartenders and Culinary Workers No. 686, Long Beach.

The nomination was seconded by George Chandler, Screen Actors Guild, Hollywood, and Max J. Osslo, Butchers No. 229, San Diego.

There being no further nominations, President Gruhn instructed Vice President Osslo to cast a white ballot for the unanimous election of Thomas L. Pitts to the office of Secretary-Treasurer.

General Vice President

Manuel Dias, Auto Workers No. 76, Oakland, was nominated by Ray Andrada, Auto Workers No. 76, Oakland.

The nomination was seconded by Russell R. Crowell, Cleaning and Dye House Workers No. 3009, Oakland.

There being no further nominations, the Secretary was instructed to cast a white ballot for the unanimous election of Manuel Dias to the office of General Vice President.

Geographical Vice Presidents

District No. 1

Max J. Osslo, Butchers No. 229, San Diego, was nominated by John W. Quimby, Central Labor Council, San Diego.

The nomination was seconded by Robert L. Spears, Auto Workers No. 506, San Diego, and M. J. Collins, Electrical Workers No. 569, San Diego.

District No. 2

M. R. Callahan, Bartenders No. 686, Long Beach, was nominated by James W. Blackburn, Painters No. 256, Long Beach.

The nomination was seconded by Carle-

ton E. Webb, Building and Construction Trades Council, Long Beach, and Bernice A. Cooper, Bartenders and Culinary Workers No. 595, Richmond.

District No. 3A

William Sidell, Los Angeles County District Council of Carpenters, was nominated by J. J. Christian, Los Angeles Building and Construction Trades Council.

The nomination was seconded by Robert R. Clark, Steelworkers No. 1414, Torrance, and Harry Finks, Sacramento-Yolo Central Labor Council.

District No. 3B

Pat Somerset, Screen Actors Guild, Hollywood, was nominated by Carl G. Cooper, Stage Employees No. 33, Los Angeles.

The nomination was second by Mae Stoneman, Waitresses No. 639, Los Angeles.

District No. 3C

George E. O'Brien, Electrical Workers No. 11, Los Angeles, was nominated by Webb Green, Electrical Workers No. 11, Los Angeles.

The nomination was seconded by Charles H. Marsh, Painters District Council No. 36, Los Angeles, and Paul Pelfrey, Brick and Clay Workers, Los Angeles.

District No. 3D

W. J. Bassett, Los Angeles County Federation of Labor, was nominated by George E. O'Brien, Electrical Workers No. 11, Los Angeles.

The nomination was seconded by John L. Donovan, Printing Specialties and Paper Products No. 388, Los Angeles.

District No. 3E

J. J. Christian, Los Angeles Building and Construction Trades Council, was nominated by Ralph A. McMullen, Los Angeles Building and Construction Trades Council.

The nomination was seconded by William Sidell, Los Angeles County District Council of Carpenters.

District No. 3F

James L. Smith, Hod Carriers and Laborers No. 1184, Riverside, was nominated by James J. Twombley, Operating Engineers No. 12, Los Angeles.

The nomination was seconded by Burnell Phillips, Central Labor Council, Riverside.

District No. 4

Robert J. O'Hare, Carpenters No. 1400, Santa Monica, was nominated by George P. Veix, Sr., Meat Cutters No. 587, Santa Monica.

The nomination was seconded by Frank Marshall, Retail Clerks No. 1442, Santa Monica.

District No. 5

Wilbur Fillippini, Sheet Metal Workers No. 273, Santa Barbara, was nominated by Ronald Benner, Building and Construction Trades Council, Ventura.

The nomination was seconded by Warren M. Underwood, Central Labor Council, Santa Barbara, and Al Whorley, Culinary Alliance and Bartenders No. 498, Santa Barbara.

District No. 6

H. D. Lackey, Building and Construction Trades Council, Bakersfield, was nominated by Irving E. Hammel, Central Labor Council, Bakersfield.

The nomination was seconded by Robert Whelchel, Structural Iron Workers No. 433, Los Angeles.

District No. 7

C. A. Green, Plasterers No. 429, Modesto, was nominated by Wynn C. Plank, Retail Clerks No. 588, Sacramento.

The nomination was seconded by Howard Gibson, Building and Construction Trades Council, Stockton.

District No. 8

Thomas A. Small, Bartenders and Culinary Workers No. 340, San Mateo, was nominated by Jackie Walsh, Waitresses No. 48, San Francisco.

The nomination was seconded by James Waugh, Cannery Workers of the Pacific, Terminal Island, and W. H. Diederichsen, Electrical Workers No. 617, San Mateo.

District No. 9A

Morris Weisberger, Sailors Union of the Pacific, San Francisco, was nominated by W. J. Bassett, Los Angeles County Federation of Labor.

The nomination was seconded by Ed Turner, Marine Cooks and Stewards, San Francisco, and Sam Bennett, Marine Firemen, San Francisco.

District No. 9B

Arthur F. Dougherty, Bartenders No.

41, San Francisco, was nominated by Anthony Anselmo, Local Joint Executive Board of Bartenders and Culinary Workers, San Francisco.

The nomination was seconded by Frankie Behan, Waitresses No. 48, San Francisco, and William G. Walsh, Bartenders No. 41, San Francisco.

District No. 9C

Chris Amadio, Machinists No. 1327, San Francisco, was nominated by Jack Anderson, Machinists No. 1305, San Francisco.

The nomination was seconded by Ed Rainbow, Boilermakers No. 6, San Francisco, and Herbert A. Cooksey, Machinists No. 1186, Los Angeles.

District No. 9D

Newell J. Carman, Operating Engineers No. 3, San Francisco, was nominated by Frank Brantley, Operating Engineers No. 731, Vallejo.

The nomination was seconded by Lee Lalor, Construction and General Laborers No. 304, Oakland, and James Dimitratos, Sailors Union of the Pacific, San Francisco.

District No. 10A

Robert S. Ash, Alameda County Central Labor Council, Oakland, was nominated by Leslie K. Moore, Auto and Ship Painters No. 1176, Oakland.

The nomination was seconded by George B. Roberts, Los Angeles County Federation of Labor, and Ralph M. Anthony, Fire Fighters No. 55, Oakland.

District No. 10B

Paul L. Jones, Construction and General Laborers No. 304, Oakland, was nominated by Jay Johnson, Northern California District Council of Laborers, San Francisco.

The nomination was seconded by Albert L. King, Painters No. 127, Oakland, and J. L. Childers, Building and Construction Trades Council, Oakland.

District No. 11

Howard Reed, Contra Costa County Building and Construction Trades Council, Martinez, was nominated by Hugh Caudel, Contra Costa County Central Labor Council, Martinez.

The nomination was seconded by G. A. Paoli, Sugar Refinery Employees No. 20037, Crockett, and Herbert J. Shoup, Construction Laborers No. 324, Martinez.

District No. 12

Lowell Nelson, Plasterers and Cement Masons No. 631, Vallejo, was nominated by Wayne Wilt, Retail Clerks No. 373, Vallejo.

The nomination was seconded by Everett A. Matzen, Butchers No. 364, Santa Rosa, and Paul Edgecombe, Operating Engineers No. 3, San Francisco.

District No. 13

Harry Finks, Central Labor Council of Sacramento-Yolo Counties, was nominated by Ralph P. Gross, Miscellaneous Employees No. 393, Sacramento.

The nomination was seconded by George Temple, Machinists No. 946, Sacramento, and Percy F. Ball, Construction and General Laborers No. 185, Sacramento.

District No. 14

Harry W. Hansen, Machinists No. 540, Eureka, was nominated by George Faville, Hospital Workers No. 327, Eureka.

The nomination was seconded by Ted W. Brooks, Painters No. 1034, Eureka.

District No. 15

Hugh Allen, Five Counties Central Labor Council, Redding, was nominated by Nick Cordil, California State Council of Lumber and Sawmill Workers, San Francisco.

The nomination was seconded by Hartley Weingartner, Five Counties Central Labor Council, Redding, and Clarice Rabe, Bartenders and Culinary Workers No. 470, Redding.

Vice Presidents at Large

Position A

Robert R. Clark, Steelworkers No. 1414, Torrance, was nominated by G. J. Conway, Steelworkers No. 1986, Los Angeles.

The nomination was seconded by J. J. Christian, Building and Construction Trades Council, Los Angeles, and Jerome Posner, Amalgamated Clothing Workers Joint Board, Los Angeles.

Position B

DeWitt Stone, Auto Workers No. 509, Maywood, was nominated by Mary Mangelli, Auto Workers No. 179, North Hollywood.

The nomination was seconded by Clyde Baker, Auto Workers No. 509, Maywood, and Donald C. Taylor, Auto Workers No. 216, Southgate.

Position C

Edward T. Shedlock, Utility Workers No. 283, Southgate, was nominated by John C. Kreutz, Utility Workers No. 132, Los Angeles.

The nomination was seconded by E. A. King, Communications Workers No. 9590, Los Angeles.

Position D

Herbert H. Wilson, Rubber Workers No. 44, Los Angeles, was nominated by DeWitt Stone, Auto Workers No. 509, Maywood.

The nomination was seconded by Edward T. Shedlock, Utility Workers No. 283, Southgate.

Position E

Jerome Posner, Amalgamated Clothing Workers Joint Board, Los Angeles, was nominated by Harry Bloch, Amalgamated Clothing Workers No. 372, Los Angeles.

The nomination was seconded by G. J. Conway, Steelworkers No. 1986, Los Angeles.

Position F

E. A. King, Communications Workers No. 9590, Los Angeles, was nominated by George E. Buck, Communications Workers No. 9571, Long Beach.

The nomination was seconded by George O'Brien, Electrical Workers No. 11, Los Angeles, and Edward T. Shedlock, Utility Workers No. 283, Southgate.

Position G

Emmett P. O'Malley, Oil, Chemical and Atomic Workers No. 128, Long Beach, was nominated by E. M. Cantley, Oil, Chemical and Atomic Workers No. 128, Long Beach.

The nomination was seconded by Harlan Savage, Oil, Chemical and Atomic Workers No. 128, Long Beach, and M. R. Callahan, Bartenders No. 686, Long Beach.

Position H

Sam B. Eubanks, Newspaper Guild No. 52, San Francisco, was nominated by Justin F. McCarthy, Newspaper Guild No. 69, Los Angeles.

The nomination was seconded by Joseph J. Selenski, Allied Printing Trades Council, Sacramento, and Don H. Abrams, Typographical No. 21, San Francisco.

Position I

G. J. Conway, Steelworkers No. 1986, Los Angeles, was nominated by Irving P. Mazzei, American Guild of Variety Artists, Los Angeles.

The nomination was seconded by Sam B. Eubanks, Newspaper Guild No. 52, San Francisco, and Robert G. Smith, Steelworkers No. 1304, Emeryville.

Chester R. Bartalini, Bay Counties District Council of Carpenters, San Francisco, was nominated by J. L. Childers, Alameda County Building Trades Council, Oakland.

The nomination was seconded by George Hardy, Building Service Employees No. 87, San Francisco, and E. M. Mueller, Hod Carriers and Common Laborers No. 507, Long Beach.

Chester R. Bartalini thereupon declined the nomination.

White Ballot

Since there was no opposition to candidates for any of the geographical or at-large vice presidential offices, President Gruhn instructed Secretary Pitts to cast a white ballot for the candidates nominated for the respective vice presidential offices.

Officers Unanimously Elected

Secretary Pitts thereupon cast a white ballot for the election of the following:

Vice Presidents

Max J. Osslo, District 1.
M. R. Callahan, District 2.
William Sidell, District 3A.
Pat Somerset, District 3B.
George E. O'Brien, District 3C.
W. J. Bassett, District 3D.
J. J. Christian, District 3E.
James L. Smith, District 3F.
Robert J. O'Hare, District 4.
Wilbur Fillippini, District 5.
H. D. Lackey, District 6.
C. A. Green, District 7.
Thomas A. Small, District 8.
Morris Weisberger, District 9A.
Arthur F. Dougherty, District 9B.
Chris Amadio, District 9C.
Newell J. Carman, District 9D.
Robert S. Ash, District 10A.
Paul L. Jones, District 10B.
Howard Reed, District 11.
Lowell Nelson, District 12.
Harry Finks, District 13.
Harry W. Hansen, District 14.
Hugh Allen, District 15.

Vice Presidents at Large

A—Robert R. Clark.
B—DeWitt Stone.
C—Edward T. Shedlock.
D—Herbert Wilson.
E—Jerome Posner.
F—E. A. King.
G—E. P. O'Malley.
H—Sam B. Eubanks.
I —G. J. Conway.

President Gruhn thereupon declared these officers elected.

1962 Convention City

On motion by Bryan Deavers, State Building and Construction Trades Council of California, the matter of the selection of the 1962 convention city was referred to the incoming executive council with full power to act.

Adjournment

On motion from Secretary Pitts, the meeting was adjourned at 5:55 p.m., to reconvene at 9:30 a.m. on Thursday, August 18, 1960.

FOURTH DAY

Thursday, August 18, 1960

MORNING SESSION

The convention was called to order by President Gruhn at 9:45 a.m.

President Gruhn announced that, due to unforeseen circumstances, Reverend W. C. Caldwell, Pastor of the Church of God in Christ, was unable to deliver the morning's invocation.

Secretary Pitts then stated his wish to insert into the record of the convention proceedings a report of important legal decisions in the field of labor that have been handed down during the past year. As there were no objections, the following report has been inserted in these proceedings.

Report of Charles P. Scully

General Counsel, California Labor Federation

At the request of the Secretary-Treasurer, I am submitting a summary of the labor decisions of the United States Supreme Court and of the California Supreme Court and District Courts of Appeal for the period since my last report through June of 1960. It, of course, is obvious that it would be impossible to report on every case which either directly or indirectly affected labor, such as the Federal Employees Liability Act, the Jones Act, or Workmen's Compensation and similar cases. However, the cases being reported upon are, in our opinion, the principal decisions and since you will note there are forty-six in all, I believe you can appreciate the tremendous amount of time expended by our courts in matters involving labor relations.

We will discuss twenty-five United States Supreme Court decisions, six California Supreme Court decisions and fifteen California District Court of Appeal decisions. The first group includes the decisions of the United States Supreme Court decisions during the last session of the court, which commenced in October, 1959, and which was, perhaps, one of the most prolific sessions of that institution insofar as labor cases are concerned.

UNITED STATES SUPREME COURT DECISIONS

1. **United Steel Workers of America vs. United States.**

80 S. Ct. 1 (Nov. 7, 1959).

This was a proceeding on the petition of the Government for an injunction against the continuation of the industry-wide steel strike during the latter months of 1959.

The Supreme Court held Section 201 of the Labor-Management Relations Act granted the courts jurisdiction to enjoin a strike on the petition of the U. S. Government; and that once a determination was made the strike affected an entire industry or a substantial part of an entire industry or a substantial part of an entire industry within the meaning of that statute and that, if the strike were permitted to continue, it would imperil the national health or safety, no judicial inquiries into national labor policy or the availability of other remedies to the executive branch of the Government were required. In addition, the court held the effect the injunction would have in the arena of collective bargaining was immaterial.

The rationale of the court was based upon its basic construction of the statute's public purpose as preserving the national health and safety and insuring vital production would be resumed or continued during negotiations as opposed to any private remedy.

Justice Douglas wrote a strong dissent that the district court did not make sufficient findings to show there was, in fact, danger to the health and safety of the nation as a result of the steel strike or that there had been such a curtailment of production as to imperil the health and safety of the nation and held that the case should be reversed and remanded to the district court for particularized findings with respect to these items.

2. **English vs. Cunningham.**

80 S. Ct. 18 (Aug. 4, 1959).

This was an action for an application for a stay of decree in the situation arising out of the monitorship of the Teamsters Un-

ion, the decree having been entered against the Teamsters in litigation initiated by 13 members of various locals. The union was claiming the decree, which arose out of a consent decree entered in the district court which initially set up the monitorship, would irreparably injure the union.

The court held that it would not grant a stay inasmuch as it had been assured by the Board of Monitors that items in controversy between the union and the Board of Monitors would be settled responsibly and according to reasonable methods and the stay would not assist in the sensitive matter for which the Board of Monitors was created.

3. **Mitchell vs. Robert De Mario Jewelry.**

80 S. Ct. 332 (Jan. 18, 1960).

This was an action by the Secretary of Labor to enjoin violations of the Fair Labor Standards Act forbidding discharge of or discrimination against employees who had filed a complaint against an employer for violation of the Fair Labor Standards Act or who seek to enforce the Fair Labor Standards Act through litigation or action.

The lower courts had entered a decree ordering reinstatement of discharged employees but refused to order reimbursement for loss of wages. The Supreme Court held the district court has jurisdiction to order the employer here to reimburse the employees unlawfully discharged or otherwise discriminated against for wages lost because of the discharge or discrimination and remanded the case to the district court for consideration of the issue whether reimbursement was proper in the particular case at hand. The Chief Justice and Justices Whittaker and Black dissented on the ground recovery of wages should be in a separate action.

4. **Local No. 8-6, Oil, Chemical & Atomic Workers vs. Missouri.**

80 S. Ct. 391 (Jan. 25, 1960).

This was an action where an injunction was issued against a labor union to prevent it from continuing a strike against a public utility which had been seized by the Governor of Missouri in the interest of "public health and welfare." The injunction was limited in its scope to run only until the signing of a new collective bargaining agreement between the employer and the union.

The Supreme Court held that where an injunction had expired by its own terms following the signing of a new labor agreement between the union and the utility, there was no question in controversy and the court refused to decide the constitutionality of the procedure of the State of Missouri permitting the state to operate a public utility during the course of a strike and authorizing courts to enjoin striking against such a seized public utility.

Mr. Justice Black, the Chief Justice and Mr. Justice Brennan dissented on the ground the issue was not moot and stated they felt the state court was plainly without jurisdiction over the controversy. Accordingly, it appears that the decision of the U. S. Supreme Court has put some question upon its own decision in the **Amalgamated Association of Street, Electric Railway and Motor Coach Employees, etc., vs. Wisconsin Employment Relations Board,** 71 S. Ct. 359, decided February 26, 1951, which held states were preempted from regulating peaceful strikes for higher wages.

5. **Superior Court vs. State of Washington, et al., vs. State of Washington, ex rel. Yellow Cab Service, Inc.**

80 S. Ct. 400 (Jan. 25, 1960).

In this case, the state courts assumed jurisdiction of a controversy involving an employer whose business affected interstate commerce and the state courts held that they were not preempted from exercising jurisdiction under the Labor-Management Relations Act unless there was a showing that there had been an actual stoppage or obstruction of interstate commerce. The Supreme Court, in a per curiam opinion, reversed the judgment of the Washington State Supreme Court on the authority of **San Diego Building Trades vs. Garmon,** thus holding that the showing of actual stoppage or obstruction of interstate commerce is not necessary and all that is required is that the employer's business be one which affects interstate commerce within the meaning of the act, whereupon the doctrine of federal preemption is applicable.

6. **NLRB vs. Insurance Agents' International Union.**

80 S. Ct. 419 (Feb. 23, 1960).

This is another proceeding on a petition filed by the National Labor Relations Board. The issue involved was a construction of the scope of Section 8(b) (3) of the Labor-Management Relations Act, which provides it is an unfair practice for a labor organization to refuse to bargain collectively with an employer when it represents the employees. The issue involved in this case was the finding by the Board that the union had committed an unfair

labor practice in violation of this section merely because during the negotiations it exerted economic pressure upon the employer. The economic activity engaged in by the union and which formed the basis for the unfair labor practice charge was that its members refused to solicit new business at times and refused to write new business at certain other times and refused to comply with the company's reporting procedure and other "harassing" and slow-down tactics. In addition, there was certain picketing and distribution of leaflets outside various offices of the employers to policy holders and the public in general.

The court characterized the finding of the Board as follows: "Thus the Board's view is that irrespective of the union's good faith in conferring with the employers at the bargaining table for the purpose and with the desire of reaching an agreement on contract terms, its tactics during the course of the negotiations constituted per se a violation of Section 8(b)(3). Accordingly, as is said in the Board's brief, 'the issue here comes down to whether the Board is authorized under the Act to hold that such tactics, which the Act does not specifically forbid but Section 7 does not protect, support a finding of a failure to bargain in good faith as required by Section 8(b)(3)'."

The Supreme Court held that the enactment of Section 8(d) which defines the so-called good faith test insofar as the duty of collective bargaining between employers and the representatives of their employees is concerned, was an attempt by Congress to prevent the Board from controlling and settling the terms of collective bargaining agreements. The court also construed Section 8(b)(3) as obligating the unions to bargain in good faith instead of presenting a take it or leave it proposition but held that apart from these essential standards of conduct, Congress intended the parties should have wide latitude in their negotiations, unrestricted by any governmental power to regulate the substantive solution of their differences. Thus, the court found that due to the fact the record was clear, the parties were both bargaining in good faith and the union was attempting honestly and reasonably to reach a solution with the employers, the tactic taken by the union insofar as economic action is concerned would not in and of itself be therefore deemed a violation of the provisions of Section 8(b)(3).

The primary result of this holding is that the union's position that it is bargaining in good faith can be maintained as long as it in fact attempts to reach a solution at the bargaining table, even though it may engage in or encourage certain economic pressures against the employer. This case did not hold that such economic pressure was lawful in and of itself and it may be true that unfair labor practice charges alleging violations of other provisions of the act could have been filed but such economic pressure in and of itself does not amount to a refusal to bargain on the part of the labor organization.

The court noted that in the present statutory stage of the NLRB's policy, two factors, namely, the necessity for good faith bargaining between the parties, and the availability of economic pressure devices to each side to make the other party incline to agree to the terms proposed by one or the other, exist side by side and are both legitimate aspects of the labor policy, and an inference, as drawn by the Board, that there is lack of good faith as a result of economic pressures by a labor organization is not proper as long as such organization has legitimately and honestly approached the bargaining table in an effort to reach a solution, which was the case here. The court further held that if the Board were permitted to draw such inferences then it could, in the guise of determining good or bad faith in negotiations, regulate the economic weapons a party might summon to its aid in the process of labor relations.

In a separate opinion, Justices Frankfurter, Harlan and Whittaker, though agreeing with the court's conclusion, believe that inferences can be drawn from economic pressure exerted by the union and its conduct in engaging in such economic pressure as to whether or not the duty of the union to bargain in good faith might have been breached.

These Justices believe that the Board was incorrect in holding such economic activity in and of itself amounted to a lack of good faith and a violation of Section 8(b)(3) but felt that inferences could be drawn from such conduct which could reasonably lead to such conclusion.

7. **NLRB vs. Deena Hardware.**

80 S. Ct. 441 (Feb. 23, 1960).

This was a proceeding on a petition of the National Labor Relations Board in contempt proceedings against an employer for alleged failure to comply with previous decrees of the court upholding and enforcing the decision of the National Labor Relations Board awarding back pay and other relief to employees. In this case the Na-

tional Labor Relations Board showed that in order to avoid the previous back pay order of the Board, the employer offered reinstatment to employees who had been discriminatorily discharged but thereafter closed the plant which was never reopened and the required back pay was never paid to the employees. This tactic on the part of the employer was accomplished by the creation of a series of corporations and dummy corporations under different names from the organization named in the original Board order, but each of these organizations continued the business of the previous organization.

The Supreme Court held that the National Labor Relations Board is entitled to show that the setting up of different organizations, in name, were for purposes of frustrating the Board's back pay order and that in fact they were all a single enterprise. The court further held that the petition of the National Labor Relations Board should be reinstated and that it should be permitted to pursue discovery procedures on the theory that the operations of the employer under different names were in fact a single enterprise.

8. **Arnold vs. Ben Kanowsky, Inc.**

80 S. Ct. 453 (Feb. 23, 1960).

This is a suit by a former employee under the Fair Labor Standards Act for payment of overtime wages claimed to be due. The primary question was whether the business of the employer, which was retail sale of furniture and decorating goods, was a business which sufficiently affected the flow of interstate commerce so as to bring it within the scope of the Fair Standards Act.

The court held that inasmuch as 25% of the total sales of the company resulted from fabrication of certain aircraft parts for use in manufacturing aircraft subassemblies, the employer could not and did not sustain his burden of proving that 75% of the annual sales volume was not for resale and was recognized as being retail in the particular industry within the meaning of the Fair Labor Standards Act. The court further held that even though the primary business of the employer was that of a furniture retail establishment, and that the employer considered the manufacture and sale of the aircraft parts was a subsidiary or incidental segment of his business, this did not prevent the application of the Fair Labor Standards Act, and the employees employed by the employer with respect to all aspects of his operations were therefore brought within the scope of the Fair Labor Standards Act.

The court further held that exceptions from coverage of the Fair Labor Standards Act granted to retail or service establishments were to be narrowly construed and the application of those exceptions were to be limited to those plainly and unmistakably within the terms and spirit of the statute; accordingly, the percentages with respect to exemption for exclusion from coverage of the act dealing with retail sales establishments and manufacturing establishments were to be construed strictly and deemed as rigid guides for the courts in determining the scope of the act.

Finally, the court held that when an employee has shown the nature of his employment has brought him within the coverage of the act, the nature of the establishment in which he is employed would be drawn into litigation only if the employer sought an exemption of the retail establishment and in such an event the burden of proving that the establishment is exempt is upon the employer, not the employee.

Justice Whittaker dissented.

9. **Lewis vs. Benedict Coal Corp.**

80 S. Ct. 489 (Feb. 23, 1960).

This was an action by trustees of the Mine Workers Welfare Fund against mine owners to recover royalties due under the collective bargaining agreement and the mine owners filed a cross-complaint for damages alleging a breach of the collective bargaining agreement by the union in undertaking economic action in alleged violation of the no-strike clause.

The Supreme Court held that the mine operators' duty to pay royalties to the welfare fund under the collective bargaining agreement was independent and the employers could not claim that they were excused from paying such royalties because the union breached the no-strike clause. The basis of the court's decision was that the contract itself did not expressly state that the breach of the union of the no-strike clause would affect the payment of welfare royalties or wages to employees and, accordingly, the court held that unless a collective bargaining agreement unequivocally stated its purpose in this regard, the employers' obligation to pay such welfare royalties, and inferentially the appropriate wage scale, could not and would not be affected by a breach by the union of the no-strike clause.

The court considered the importance of the fact that the welfare fund was a separate entity from the union and would have rights affected even though it had no voice

in the action of the union. Justice Frankfurter dissented.

10. **NLRB vs. Drivers, Chauffeurs, etc., Local 639.**

80 S. Ct. 706 (March 28, 1960).

This was one of the most important cases handled by the Supreme Court in the last session dealing with the Labor-Management Relations Act and was a proceeding on enforcement of the National Labor Relations Board's finding of the existence of an unfair labor practice violation of Section 7 and Section 8(b)(1)(A) of the Labor-Management Relations Act.

The Supreme Court held that peaceful picketing by a union, which does not represent a majority of employees, to compel immediate recognition as the employees' exclusive bargaining agent, did not amount to conduct on the part of the union which was in violation of Section 7 as restraining or coercing employees in the exercise of their right to organize and bargain collectively and did not constitute an unfair labor practice under Section 8(b)(1)(A) which makes it an unfair labor practice to restrain or coerce employees in the exercise of their right to organize or bargain collectively.

In effect, this decision held that minority picketing for the purpose of compelling immediate recognition as the employees' exclusive bargaining agent by a union which does not represent a majority at the time picketing commences is not, **per se**, a violation of the Labor-Management Relations Act.

In addition, the court held that the 1959 amendments to the Labor-Management Relations Act support the court's view rather than contradict it in that the amendments to Section 8(b)(7)(C) establish safeguards against the Board's interference with legitimate picketing activity even though they proscribe peaceful organizational strikes in many situations.

11. **Mitchell vs. H. B. Zachry Co.**

80 S. Ct. 739 (April 4, 1960).

This is another case in which the scope of the application of the Fair Labor Standards Act was tested and involved a construction contractor engaged in constructing a dam and impounding facilities in a river in Texas at the approximate cost of six million dollars. The purpose of the project was to increase a water district's reservoir and water capacity. In addition, all of the water supplied by the water district was for local use only and the question with respect to the scope of the act involved the employees of the contractor in the construction project only.

The Supreme Court, in an anomalous decision, held that the fact that some of the water supplied by the water supply district was consumed by facilities and instrumentalities of commerce, did not require a finding that the water should be regarded as "goods" produced for "commerce" and accordingly the construction of the dam and the impounding facilities of the water district was deemed a purely local project and the water supplied to the facilities and instrumentalities of commerce was "an insignificant portion of the total" and therefore the Fair Labor Standards Act was not applicable. Essentially, the court was upholding the factual determination of the lower courts which had narrowly construed the scope of the Fair Labor Standards Act as to what constituted or did not constitute a local usage and the effect of the project on commerce.

Justices Douglas, Black and Brennan, and Chief Justice Warren dissented and agreed with the position taken by the Secretary of Labor and stated that the court had taken an overly technical view and construction of the Fair Labor Standards Act and that the water which would be furnished to railroads, truck companies, air lines and other instrumentalities of interstate commerce and various producers of goods for commerce showed that there was a sufficient impact upon commerce so as to bring it within the scope of the act.

12. **United Rubber, Cork, Linoleum & Plastic Workers of America vs. National Labor Relations Board.**

80 S. Ct. 759 (April 4, 1960).

In this case, a union which was certified as the collective bargaining representative subsequently commenced picketing and consumer boycott. Economic strikers were replaced by a new force of employees who voted against the union in an election based upon the consolidated employee decertification petition and an employer petition. The United States Supreme Court in a per curiam opinion reversed the judgment of the court of appeals which held that the strike which was lawful at its beginning became an unlawful strike after the decertification election. The effect of the Supreme Court holding is that minority picketing and economic action undertaken by a union which was in the majority at the time the strike commenced but was a minority union at the time the proceedings were involved, is lawful under federal labor laws.

The per curiam opinion of the United States Supreme Court was based upon its previous decision in **Teamsters** case.

13. **Order of Railroad Telegraphers vs. Chicago & N. W. R. Co.**

80 S. Ct. 761 (April 18, 1960).

This was an action by a railroad against the railroad telegraphers union to enjoin the union from striking in aid of its demand for contractual right to bargain about steps that might be taken to abandon stations and thus abolish jobs.

The Supreme Court held the action grew out of a labor dispute within the meaning of the provisions of the Norris-La Guardia Act, notwithstanding that the dispute in the collective bargaining arena was covered and regulated by the Railway Labor Act, and that accordingly, the courts were without jurisdiction to issue an injunction in such cases.

Justices Whittaker, Frankfurter, Clark, and Stewart dissented on the basis that the union's demands violated the provisions of the Railway Labor Act and accordingly the district court had jurisdiction to enjoin a threatened strike called to force acceptance of an illegal demand under the act.

14. **Marine Cooks and Stewards, AFL, vs. Panama Steamship Co.**

80 S. Ct. 779 (April 18, 1960).

This was an action by a foreign corporation as an owner of a ship under foreign registry to enjoin picketing of a ship by an American labor organization which contended it was picketing for the purpose of publicizing the employment of foreign seamen at substandard wages or with substandard conditions posed a threat to the livelihood of American seamen.

The Supreme Court held that the picketing was in connection with a labor dispute within the provisions of the Norris-La Guardia Act and thus the U. S. district courts were without jurisdiction to issue an injunction and such an injunction could not be justified on any theory that the picketing was an unlawful interference with foreign commerce or interference in internal economy of a vessel under foreign registry.

The basis for the decision of the Supreme Court was that even though the dispute was with a foreign vessel and with a foreign company, it was nevertheless a legitimate labor dispute within the meaning of the Norris-La Guardia Act and could, therefore, not be subject to an injunction.

Mr. Justice Whittaker dissented.

15. **Bogle vs. Jake's Foundry Company.**

80 S. Ct. 812 (April 18, 1960).

The court in a per curiam opinion reversed the decision of the state supreme court which had granted an injunction against minority picketing by union employees against an employer engaged in a business affecting interstate commerce. The court cited the **Garmon** case, thus applying the doctrine of federal preemption. The opinion of the Court in the **Bogle** case, as well as in the **Yellow Cab** case, indicates that the Supreme Court does not consider that the amendments to the Labor-Management Relations Act have affected the doctrine of federal preemption as enunciated in the **Guss, Garmon** and **Fairlawn** cases.

16. **Lodge No. 1424 vs. National Labor Relations Board.**

80 S. Ct. 822 (April 25, 1960).

In this case, unfair labor practice charges were filed against a labor organization ten and twelve months after the execution of a collective bargaining agreement which contained a union security clause and the basis of the charges was that the unions did not have a majority status at the time the collective bargaining agreements were entered into. The unfair labor practice charges charged a violation of Section 10 (b) of the Labor-Management Relations Act.

The court did not question the board's theory that it is an unfair labor practice for an employer and a labor organization to enter into a collective bargaining agreement which contains a union security clause when, at the time of the original execution, the union does not represent a majority of the employees in the unit. However, the court held that the filing and processing of charges ten and twelve months after the execution of such a collective bargaining agreement is not timely inasmuch as such charges may not be lawfully processed and no complaint can issue based on an unfair labor practice occurring more than six months prior to the filing of the charge. In this situation, the Supreme Court based its decision upon the fact that the act complained of occurred more than six months prior to the filing of charges and refused to accept the theory of the board that the time element is immaterial under the supposition that subsequent acquisition of majority status is attributable to the earlier unlawful assistance received from the original agreement.

In other words, a rather long-standing position of the National Labor Relations Board with respect to the application of the six months doctrine in Section 10(b) cases has been repudiated by the Supreme Court and the Supreme Court refused to accept the theory of the board that its continuing enforcement amounts to a continuing unfair labor practice.

Justices Whittaker and Frankfurter dissented.

17. **Communications Workers of America, AFL-CIO vs. NLRB.**

80 S. Ct. 838 (May 2, 1960).

In a per curiam opinion with respect to the scope of the National Labor Relations Board's cease and desist order, the Supreme Court held that where an unfair labor practice charge alleged violations of the act against an organization involving certain employers and certain employees and made a finding that such an unfair labor practice did exist, the subsequent issuance of an order which required the union to cease and desist from engaging in such conduct "from any manner restraining or coercing employees of the (employer) or any other employer in the exercise of rights guaranteed in Section 7 of the Act" was too broad in the use of the words "or any other employer" inasmuch as the facts of the case did not show any unfair labor practices against other employers and was beyond the scope of the evidence and the record adduced in the case.

The court held that in absence of evidence in the record that the unfair labor practice and the conduct which resulted from the unfair labor practice evidences a general scheme against all employers or a group of employers or all employers within a class of employers that an order of such broad scope was improper and unwarranted and the words "or any other employer" was ordered stricken from the order.

18. **Local 24 International Brotherhood of Teamsters, etc., vs. Oliver.**

80 S. Ct. 923 (May 16, 1960).

This is the second decision of the U. S. Supreme Court in this case. In the first case, which was reported in my last report to this convention, the Supreme Court held the doctrine of preemption was applicable where a state attempted to apply its anti-trust laws to a labor dispute which affected interstate commerce within the meaning of the Labor-Management Relations Act and the case was remanded to the state court for findings not inconsistent with the decision of the Supreme Court. On remand, the state supreme court of Ohio continued to apply its state anti-trust laws to the fact situation though attempting to recharacterize the nature of the dispute. The Supreme Court in this case reaffirmed its previous position and reversed the decision of the state supreme court on the basis that the doctrine of federal preemption prevents the state from applying its anti-trust laws in such a case.

Justice Whittaker dissented.

19. **De Veau vs. Braisted.**

80 S. Ct. 1146 (June 6, 1960).

This was an action by officials of the ILA for declaratory judgment with respect to Section 8 of the New York Waterfront Commission Act, an act which provides that no person shall solicit or receive any dues on behalf of any waterfront union if any officer of the union has been convicted of a felony unless he was subsequently pardoned or had received a certificate of good conduct. In this case, an officer of the union had plead guilty, in 1920, to a charge of grand larceny in New York and had received a suspended sentence. The district attorney, in 1956, invoked the provisions of Section 8 with respect to the labor organization and consequently the official involved was suspended so that dues might be collected by the union in the ordinary course of its business.

The court reviewed the history of the New York waterfront which gave rise to the enactment of the New York Waterfront Commission Act which was based upon the report of the Crime Commission of New York and the Law Enforcement Council of New Jersey and is the basis of the compact between the two states. The court further stated that the act establishes a bi-state agency, a Waterfront Commission of New York Harbor, with the power to license, register and regulate employment on the waterfront, which act was subsequently submitted to Congress for its consent and approval. Congress subsequently did give its consent and approval to the act and the compact between the states of New York and New Jersey implementing the act based upon its own independent investigation of the "evil that gave rise to the Waterfront Commission Act."

The union contentions that Sections 1 and 7 of the Labor-Management Relations Act had preempted the field and that therefore Section 8 of the Waterfront Act could not be applied, were not accepted

by the court on the basis that Congressional purpose in approving the compact was compatible with the state regulation of the New York waterfront to abolish the evils which gave rise to the act itself, even though Section 8 was not a part of the compact which was approved by Congress in express terms.

Finally, the court held that a disqualification with respect to ex-felons constituted a reasonable means for achieving a legitimate state aim; and did not violate the due process provisions of the bill of attainder or ex post facto provisions of the federal Constitution, thus upholding the constitutionality of Section 8 as well as the entire New York Waterfront Commission Act.

Justices Douglas and Black and Chief Justice Warren dissented on the theory that the state restriction with respect to felons holding office or being in a position of collecting dues is incompatible with the guarantee contained in Section 7 of the National Labor Relations Board Act that employees have the right to self-organization and that the latter has preempted the field insofar as the choosing of collective bargaining representatives is concerned and should supersede the provisions of the New York Waterfront Commission Act.

In addition, the dissenters state that the Labor-Management Reporting and Disclosure Act of 1959 is also a federal scheme with respect to the qualifications of officers of labor organiaztions and as such has preempted the field in that regard to the exclusion of the Waterfront Commission Act, and made a strong statement that the majority opinion is inconsistent with Congressional intent in both the Labor-Management Reporting Disclosure Act and the Labor-Management Relations Act and contrary to their previous decision in **Hill vs. State of Florida.**

20. **United States vs. Kaiser.**

80 S. Ct. 1204 (June 13, 1960).

In this case, a striking union furnished cash strike benefits to a non-member striker under a policy of supplying strike benefits on a sliding scale based upon need and without regard to whether or not the strikers were members or non-members insofar as the union was concerned. The strike benefits consisted of cash payments for the purpose of paying room rent and furnishing food vouchers which were later honored by the union.

The court held that the amounts received in the form of cash strike benefits and vouchers were not to be considered income within the meaning of the Internal Revenue Code and were to be deemed a "gift."

Justices Whittaker, Harlan and Stewart dissented on the basis that strike benefits were not gifts within the meaning of the Internal Revenue Code but should be included within the gross income of the recipient.

21. **Brotherhood of Locomotive Engineers vs. Missouri-Kansas-Texas R. Co.**

80 S. Ct. 1326 (June 20, 1960).

The case under the Railway Labor Act arose on a controversy between the railroads and railroad brotherhoods on a unilateral change of operation by the railroad, causing loss of jobs and loss of pay. The controversy was initially submitted to the National Mediation Board which held that the dispute was not one which was subject to mediation and the unions called a strike. Immediately thereafter the railroads submitted the dispute to the National Railroad Adjustment Board, the National Disputes Committee established by the collective bargaining agreements and the National Mediation Board and filed a complaint for injunctive relief to restrain the strike. The district court granted the injunction but made it conditional upon the restoration of the operations of the railroad to a situation which existed prior to the change or payment to the employees adversely affected by the changes of wages they would have received had not the changes been made. The employers appealed from the conditions imposed on the injunction and the union appealed from the granting of the injunction but the Supreme Court held that the injunction was proper and that when a restraining order is issued pending a decision by the National Railway Adjustment Board, injunctions imposing conditions which would restore the status quo or pay employees wages which they would have received had the changes not been made is proper; preserves the jurisdiction of the Board; and does not amount to a preliminary decision on the merits of the dispute.

22. **United Steel Workers of America vs. American Mfg. Co.**

80 S. Ct. 1343 (June 20, 1960).

This case is the first of the three important arbitration decisions by the United States Supreme Court in the last session and involved a suit by the union to compel arbitration of a grievance which the union, acting for an employee, had filed with the

member's employer. The United States district court had entered a summary judgment for the employer, which was affirmed by the court of appeals.

The Supreme Court held that where a collective bargaining agreement contains provisions obligating the employer to employ and promote employees on a seniority basis where ability and efficiency were otherwise equal, and provided for a detailed grievance procedure including arbitration of all disputes between the parties as to the meaning, interpretation and application of the agreement, and where the employer after an injured employee's workmen's compensation claim was settled on the basis of 25 per cent permanent partial disability, refused to reemploy the employee and the union filed a grievance claiming that the employee was entitled to reinstatement under the seniority provisions, the employer was required to submit the dispute to arbitration and the court was without jurisdiction to determine whether the claim was a meritorious one or not.

The court proceeded to hold that the Labor-Management Relations Act encourages the policy of final adjustment by the method agreed upon by the parties in a collective bargaining agreement as the most desirable method of settlement of grievances and disputes and that this policy can be effectuated only if the means chosen by the parties for settlement of their differences under a collective bargaining agreement are given "full play." Thus, where a collective bargaining agreement requires the submission of all grievances to arbitration without exception, no exception could be read into the grievance clause and the courts could not determine the arbitrability of issues merely on the basis of the court's belief as to the merit or lack of merit of the claim.

Finally, the court held that in developing a meaningful body of law for the interpretation and enforcement of collective bargaining agreements, heed must be given to the context in which collective bargaining agreements are negotiated and the purposes which they are intended to serve.

23. United Steel Workers of America vs. Warrior & Gulf Navigation Co.

80 S. Ct. 1327 (June 20, 1960).

This is the second major arbitration decision handed down by the Supreme Court in the last session and involves an action by the union to compel arbitration by an employer where both parties were subject to a collective bargaining agreement which provided that if differences of any type arose or any local trouble of any kind arose, the grievance procedure, including arbitration, would be applicable. The dispute as to the arbitrability of an issue arose over a lay-off of men in the face of a contractual clause providing that matters which were strictly the function of management should not be subject to arbitration. The lay-off occurred when the employer contracted out maintenance work which was previously done by the employees in a collective bargaining unit.

The court reaffirmed its decision in the **American Manufacturing Co.** case and held that where there is a dispute as to the application of a contract and, whether or not the matter is arbitrable, such as whether or not the contracting out of work is a management prerogative or not, was subject to arbitration and held that in the absence of any expressed provision excluding a particular grievance from arbitration, only the most forceful evidence of a purpose to exclude a claim from arbitration can prevail, particularly where the exclusion clause is vague, as the court construed the management prerogative clause to be here, and the arbitration clause is quite broad.

Justice Whittaker dissented.

24. United Steel Workers of America vs. Enterprise W & C Corp.

80 S. Ct. 1359 (June 20, 1960).

This is the third arbitration case handed down by the Supreme Court in the last session and involves a suit by the union for enforcement of provisions of an arbitrator's award. Here a collective bargaining agreement provided that if an employee had been unjustly suspended or discharged the employer was required to reinstate him with full compensation for time lost and required arbitration of all disputes arising out of the interpretation and application of the collective bargaining agreement. The collective bargaining agreement also provided that the arbitrator's decision as to the meaning and application of the collective bargaining agreement was to be final and binding on the parties.

The arbitrator in this case determined that the employee had been wrongfully discharged and awarded reinstatement with back pay.

The United States Supreme Court held that the courts in the face of such an arbitration clause had no right to review the merits of an arbitration award as long as the arbitrator did not exceed his authority. The court further held that the arbi-

trator's decision is not subject to judicial review so long as it looks to guidance from legitimate sources and draws its essence from the collective bargaining agreement and mere ambiguity in an opinion of an arbitrator which is concededly within the scope of the submission agreement and the arbitration clause does not give the right to the courts to refuse to enforce an award regardless of the fact that the courts may be in disagreement with the merits of the arbitrator's decision.

Finally, the court held that the question of interpretation of a collective bargaining agreement providing for arbitration of grievances is a question for the arbitrator and insofar as the arbitrator's decision concerns the construction of contracts, the courts may not overrule his decision or award merely because their interpretation of the contract may differ from his.

Justice Whittaker dissented.

25. **United Railroad Workers, etc., vs. Baltimore & Ohio R. Co.**

80 S. Ct. 1609 (June 27, 1960).

In this case, arising under the Railway Labor Act, the United States Supreme Court in a per curiam opinion, reversed the granting of an injunction where employees struck after unilateral discharge by employers of a craft of employees without attempting to comply with the employer duty under the Railway Labor Act. The effect of the court's decision is that the Norris-La Guardia Act prohibits the issuance of an injunction in such cases.

CALIFORNIA SUPREME COURT DECISIONS

The second group of cases are those from the California Supreme Court.

1. **Stephenson vs. City of Palm Springs.**

52 Cal. 2d 407 (June 26, 1960).

The Supreme Court, in this case, in an unanimous opinion, held the municipal criminal right to work ordinance of the City of Palm Springs was invalid under Sections 920 to 923 and Sections 1115 to 1122 and 1126 of the California Labor Code, which have occupied the field of labor-management relations with respect to the process of collective bargaining to the exclusion of local ordinances and that under those provisions, closed and union shop agreements are encouraged and protected.

2. **Pacific Employers Ins. Co. vs. Industrial Accident Commission (Stroer).**

52 Cal 2d 417 (June 26, 1959).

This is a workmen's compensation case in which an applicant was awarded maximum temporary disability benefits after he had been released by the doctor for "light work" but could not find such work and was unable to perform his regular duties as a result of his injuries. The precise facts showed that the injured employee could have worked as a "finish" carpenter but that the hiring hall was unable to furnish such work even though he reported to the hall almost daily.

The court held that even though an employee's disability is only partial, he is entitled to maximum temporary disability benefits if his wage loss is total and that in considering whether or not the wage loss is total the Industrial Accident Commission was justified in inquiring as to the availability of light work and the ability of an applicant to procure such work in the labor market. Thus, the inability to earn wages as a proximate result of an injury is the prime standard for consideration of the Industrial Accident Commission and where an injured applicant is unable to return to his regular duties as the result of his injury and the labor market cannot furnish a job of a lighter nature which he can physically handle, he is entitled to maximum or full temporary disability benefits.

Justice McComb dissented.

3. **Grunwald - Marx, Inc. vs. L. A. Joint Board.**

52 Cal. 2d 568 (August 5, 1959).

In this case, the employer alleges that the union's treatment of other employers with respect to payments into the union's insurance fund was discriminatory against the plaintiff employer and sought to invoke the "favored nations" clause of the collective bargaining agreement.

The collective bargaining agreement also had an arbitration clause with respect to the settlement of all grievances and disputes arising out of the application of the contract.

The matter was presented to the arbitrators who submitted a decision in favor of the employer. Subsequently, the union failed to abide by the decision of the arbitrators and the employers filed an action in superior court which subsequently entered a judgment and order confirming the award and supplemental award of the arbitrators and denying the union's motion

to vacate, modify and correct the award. The union had moved to dismiss the action on the ground the superior court had no jurisdiction to consider the petition of the employers to compel arbitration and also filed a general and special demurrer on the theory that the company was engaged in interstate commerce within the meaning of the National Labor Relations Board and that therefore the superior court was preempted, by federal law, from acting. The union's position was predicated upon the fact that the employer had previously filed an unfair labor practice charge with the National Labor Relations Board, alleging a refusal to bargain with respect to the issues in the dispute.

In an opinion written by Justice Peters, the court held the federal Labor-Management Relations Act does not entirely preempt the field of labor-management relations and controversies of the type involved here, namely, petitions in the superior court seeking a direction to arbitrate an issue in dispute pursuant to a collective bargaining agreement grievance procedure, and actions to confirm the award of the arbitration were within the scope of state jurisdiction and had not been preempted by federal law.

In so holding, the California Supreme Court followed its previous decision in **McCarroll vs. Los Angeles County District Council of Carpenters** and held that state and federal courts have concurrent jurisdiction under Section 301 of the Labor-Management Relations Act to enforce federal causes of action, and, inferentially, to enforce collective bargaining agreements, including grievance and arbitration clauses found therein.

4. **Cox vs. Superior Court.**

52 Cal. 2d 855 (Nov. 6, 1959).

This was an action by a labor organization against contractors for a breach of collective bargaining agreement alleging that the contractors had failed to enforce union shop provisions and failed to make payments in accordance with the trust fund provisions contained in a collective bargaining agreement.

The defendant contractors filed a counter-claim and cross-complaint alleging that the collective bargaining agreement establishing the trust was illegal in that it violated Section 302 of the Labor-Management Relations Act and that the unions had failed to abide by the terms of the collective bargaining agreement in that, among other things, they failed to supply men from the hiring hall in accordance with the request of the contractors.

The defendant contractors also alleged that the unions had breached the collective-bargaining agreement and had caused damage to the contractors in that they publicized disharmony between the contractors and the union among general contractors who refused to issue subcontracts to the defendant contractors.

The unions filed demurrers to the cross-complaint and counter-claim on the theory that the state court had no jurisdiction to try the issues raised by those pleadings because they were preempted by federal law. The California Supreme Court held that the state courts had jurisdiction to determine whether or not there was a breach of collective bargaining agreement and, in addition, had concurrent jurisdiction with federal courts to determine whether or not the trust agreement violated the provisions of Section 302 of the Labor-Management Relations Act.

In addition, the court held the state court would have concurrent jurisdiction with federal courts to award damages pursuant to the expressed authority of Section 303(b) of the Labor-Management Relations Act for illegal secondary boycotts.

5. **Petri Cleaners, Inc. vs. Automotive Employees, etc., Local 88.**

53 A. C. 460 (Jan. 26, 1960).

This is the landmark 4-3 decision of the California Supreme Court in the last year and specifically overrules its previous decisions in the **Garmon** and **Retail Clerks** cases and disapproves its holding in the **Chavez** case. In doing so, the court reaffirmed the status of the law that existed prior to its decisions in the above cases, specifically reaffirming the **Porterfield** and **Shafer** cases and holding that closed shop and union shop agreements are valid in the State of California, even though the majority of the employees do not desire such agreements. In addition, the court held, in construing the jurisdictional strike sections, that a group which is dominated by an employer within the meaning of those sections is not a "labor organization" and that a single unorganized employee or a group of employees who do not belong to an organization in the classical meaning of the word, are not to be termed an organization within the meaning of those sections.

In addition, the court held that the proscribed domination on the part of employers insofar as the jurisdictional strike sections are concerned includes: manifesta-

tion by the employer that he favors one union over the other; interrogation of employees as to union sympathies, especially when coupled with threats of discharge for supporting an outside union or promises of economic benefits for remaining loyal to the company; solicitation by management of union withdrawal letters; unequal advantages conferred on the inside union that are denied to the outside union, such as use of company time and property; and hasty recognition of the inside union as contrasted with marked reluctance to recognize the outside union. Finally, the court held that employees in labor organizations are free to organize and enter into collective bargaining contracts for their own protection, and concerted activities to obtain closed or union shop contracts are lawful but do not place an affirmative obligation upon the employer to bargain with the labor organization if it chooses not to.

The court further held that an employer faced with a union's demand for recognition still has the choice of yielding to the union's demands or continuing to endure the interferences, in the form of economic action undertaken by the union, with its business relations.

Justices Schauer, Spence and McComb dissented.

6. **Messner vs. Journeyman Barbers, etc., International Union.**

53 A. C. 879 (April 7, 1960).

This case is the sequel to the **Petri** case and reaffirms the position of the Supreme Court in that decision but involves a fact situation where a union which did not represent a majority of the employees was held to be entitled to picket for recognition and for the execution of a closed or union shop agreement as a protected activity under Sections 920 to 923 of the Labor Code.

The court further held that the employer's hardship arising from a labor union's struggle for organization does not render less legitimate the objectives of the union in seeking organization or the objectives of a non-union employer in resisting it, and minority picketing, organizational picketing, and recognitional picketing is lawful so long as it is undertaken in a peaceful manner.

In addition, a strike by the barbers' union, which was the fact in this case, to compel the businessman worker-owner of the barber shop to join the union, is a proper and legitimate objective of organized labor and does not violate the provisions of the California Cartwright Act which prohibits combinations entered into for the purpose of restraining competition and fixing prices.

Justices Shauer, Spence and McComb dissented.

CALIFORNIA DISTRICT COURTS OF APPEAL DECISIONS

The final group of cases are the decisions of our California District Courts of Appeal.

1. **Williams vs. International Longshoremen's & Warehousemen's Union.**

172 Cal. App. 2d 84 (July 17, 1959).

In this case, the plaintiff, a union member, was temporarily disabled and was therefore unable to pay his union dues, which caused his membership in the union to be suspended. After a period of approximately six months, the plaintiff offered to pay all delinquent dues but the union refused to accept his tender and refused to reinstate him as a member in good standing.

The facts which formed the basis of the plaintiff's complaint took place in 1943 and the court sustained a demurrer to the complaint alleging wrongful refusal to reinstate and asking reimbursement for loss of wages on the ground that the plaintiff was guilty of laches in that he did not pursue his rights and remedies in a timely manner and waited too long to commence proceedings in the superior court.

2. **State Market of Avenal vs. Superior Court.**

172 Cal. App. 2d 517 (July 30, 1959).

A petition for a writ of mandamus was filed by the employer in the district court of appeal after the union had obtained dismissal of a complaint which sought injunctive relief and damages alleging minority picketing and boycott. The theory of the dismissal was that the business of the employer affected interstate commerce, within the meaning of the National Labor Relations Act, and that the state courts were therefore preempted from exercising jurisdiction.

The district court of appeal held that holdings of the California Supreme Court in **Retail Clerks, Chavez** and **Garmon** permitted the state courts to exercise jurisdiction in such cases and ordered the superior court to assert its jurisdiction on the theory that the complaint stated facts sufficient to constitute a cause of action.

3. **Harbor Chevrolet Corp. vs. Machinists Local Union 1484.**

173 Cal. App. 2d 380 (Aug. 28, 1959).

In this case, a preliminary injunction was issued to prevent unions from picketing until a majority of all the employees of an employer became members of one or more of the picketing unions. However, after the issuance of the preliminary injunction, the employer asked for continuance and made no effort to set the matter for trial and, accordingly, the trial court dissolved the injunction for failure to prosecute the action diligently and the dissolution was upheld by the district court of appeal.

4. **Ryan Aeronautical Co. vs. International Union, etc., Local 506.**

173 Cal. App. 2d 463 (Aug. 28, 1959).

This was an arbitration case which arose out of closing of the employer's plant on the days before Christmas and New Year's, which the union contended constituted a lock-out in violation of the collective bargaining agreement. The agreement contained an arbitration clause and a no-strike no-lockout clause.

The union processed the grievance with respect to the lockout through arbitration and the submission agreement specifically requested and gave the power to the arbitrators to determine the right of loss of pay for employees covered by the agreement. The arbitration award found that the company violated the collective bargaining agreement and required that all employees be paid straight time pay for the work that was lost.

The court in upholding the decision of the arbitrators held that the real issue was whether or not the closing of the plant amounted to a lockout and defined a lockout as the withholding of employment from a body of employees as a means of bringing them to accept the employer's terms, and further held that even if the arbitrators had assigned an erroneous reason as the basis for their decision, that in itself was not in excess of their powers and, accordingly, the arbitrators in this case were given the power to decide the question as to whether or not there was a lockout within the meaning of the collective bargaining agreement and provide a remedy.

5. **Retail Clerks Union vs. L. Bloom Sons Co.**

173 Cal. App. 701 (Sept. 17, 1959).

The Retail Clerks Union had a collective bargaining agreement with an employer corporation which owned and operated several retail shoe stores within a county. The collective bargaining agreement covered all employees of the employer within the county regardless of the number of stores involved and also contained an arbitration clause which provided that all controversies and disputes with respect to the contract, and its application and interpretation were to be submitted to arbitration.

Subsequently, a new store was opened in the county with a very similar name to the employer and the union contended that the store was owned by the employer corporation and should be covered by the collective bargaining agreement. The employer contended that the new store was a completely separate entity which was not controlled by it. The union contended that the dispute as to whether or not the new store should be included in the coverage of the collective bargaining agreement was a subject for arbitration, but the district court of appeal held that the new store was a separate entity which was not a party to the collective bargaining agreement and, accordingly, where the rights of third parties are involved an action for declaratory relief in superior court, rather than proceedings before an arbitrator, was proper.

In addition, the court held that the piercing of the corporate veil in determining whether or not the new store was a legitimate separate entity or whether it was owned and controlled by the employer was a proper question for the court and not for the arbitrator.

6. **Petermann vs. International Brotherhood of Teamsters.**

174 Cal. App. 2d 185 (September 30, 1959)

This was an action by an employee of a union seeking a declaration that he was wrongfully discharged from his offiical position with the union and requesting an award of back salary.

The basis for the claims of the plaintiff was that his employment was for an indefinite time; it was tied to a period which was to last as long as his work was "satisfactory" and he had been consistently told that his work was, in fact, satisfactory until he allegedly testified truthfully before a legislative committee contrary to the instructions of his secretary-treasurer who had requested false testimony.

The plaintiff in this case was a hired business representative of the local union

and not a constitutional officer; the constitution of his organization provided that he could be fired or discharged without trial. The court held that in such a case there was no necessity to exhaust internal remedies with respect to his discharge and though the relationship was generally terminable at the will of either party for any reason whatsoever, the right to discharge an employee may be limited by statute or by considerations of public policy.

The court further stated it would be contrary to the interests of the state and to the public policy of the state to allow an employer to discharge an employee even though the employment was not for a specified or designated duration, on the ground that the employee declined to commit perjury, an act specifically enjoined by statute, and that the plaintiff was entitled to civil relief.

With respect to the plaintiff's request that the issuance of a withdrawal card by the union be declared illegal, the court held that the issuance of withdrawal cards was governed by the constitution of the union; was subject to appeals; and the plaintiff had not exhausted his internal remedies. Accordingly, the relief requested insofar as withdrawal card was concerned was not granted.

7. **Ulene vs. Murray Millmen of California.**

175 A.C.A. 703 (November 30, 1959)

In this case, the parties to a collective bargaining agreement had been unable to reach an agreement on a request for a cost of living wage increase and submitted the issue to arbitration. The arbitrator made an award directing the union to permit the employer to become a party to an extension agreement between the union and an association in lieu of a cost of living wage increase or in the alternative, awarding a cost of living wage increase to the employees. The award was held not to be vague and indefinite and not lacking in mutuality because of the fact that it was in the alternative and that such an award by an arbitrator was within his jurisdiction since it was within the issues embraced by the submission agreement of the parties and was not prohibited by their agreement.

8. **Horner vs. Marine Engineers, etc., Association.**

175 A.C.A. 895 (December 7, 1959)

This was an action in the superior court by members of a labor organization against the officers of the organization to recover for the organization salaries paid to them which were alleged to be in excess of the amounts permitted by the by-laws.

Prior to commencing the action in superior court, the plaintiffs had exhausted their internal remedies within the organization as provided by the constitution and by-laws. The court held that a derivative action by a member to recover salaries was proper but held that where there has been long acquiescence and ratification by the membership of payments in excess of the provisions of the by-laws, such conduct amounted to a waiver by express ratification of the limits provided in the by-laws and that the members, through derivative action, were not entitled to recover the amounts paid in excess of those limits.

9. **State Compensation Insurance Fund vs. Industrial Accident Commission.**

176 A.C.A. 10 (December 8, 1959)

In this case, the district court of appeal affirmed an award of the Industrial Accident Commission, granting permanent disability benefits to an injured carpenter for the loss of a finger while using a power saw at home to cut firewood where that injury was proximately caused by the carpenter's previous industrial injury to his eye.

The theory of the court was that the carpenter's negligence did not cause the loss of his finger but that the cutting of firewood was a simple task to the carpenter who was long used to the use of a power saw without incident and its use was part of the doctor's orders that he rehabilitate himself and exercise his eye so that he could return to work in his usual occupation.

The court held further that even if the carpenter had been negligent in the use of the saw, if his industrial injury was the proximate cause of his subsequent injury off the job, both injuries individually and in combination were compensable under the state workmen's compensation law.

10. **Griggs vs. Transocean Airlines.**

176 A.C.A. 928 (January 4, 1960)

In this case a former employee filed an action in superior court alleging wrongful discharge and alleging that certain sums of money were due him under a collective bargaining agreement but at the same time admitting that he had failed

to exhaust the grievance procedure contained in the collective bargaining agreement.

The district court held that where the collective bargaining agreement provided that board of adjustment or board of arbitration was to have jurisdiction over "disputes between any employee covered by the (agreement) growing out of grievances or out of interpretation or application of any of the terms of the [agreement].", the employee was required to exhaust the grievance procedure prior to institution of a civil suit inasmuch as the clause required arbitration of grievances that involved the interpretation of the contract as well as other disputes which did not involve the interpretation of the collective bargaining agreement and amounted to a breach of contract even though the only issues might be factual ones.

11. **Csordas vs. United Slate, Tile, etc., Roofers.**

177 A.C.A. 190 (January 15, 1960)

This was an action by a roofing contractor against a union and an individual workman alleging that the union was obligated to refer skilled and competent workmen which they failed to do and which resulted in faulty work. The union and the individual workman defaulted and the trial court refused to issue a default judgment against the union but issued a default judgment against the individual workman.

The district court of appeal held that a prima facie case was established showing a breach of contract against the defendant union in that it failed to supply competent and qualified workmen and, accordingly, the court should have granted a default judgment against it.

12. **Surrey Restaurants vs. Culinary Workers and Bartenders Union.***

177 A.C.A. 193 (January 15, 1960)

This case was decided prior to the decisions of the California Supreme Court in the **Petri** and **Messner** cases and upheld the issuance of a preliminary injunction on the theory of a jurisdictional strike, as defined in the **Chavez** case.

Inasmuch as the court in this case relied principally upon the **Chavez** case, which was subsequently specifically disapproved in the **Petri** decision, its decision does not represent the law of the State of California with respect to the jurisdictional strike statutes at the present time.

13. **Hunt vs. Phinney.**

177 A.C.A. 222 (January 18, 1960)

The employers, marketers of dairy products, distributed their products through driver-salesmen who were characterized as independent contractors by the court. The independent contractor-drivers were in the process of affiliating with a labor organization and in the course of a dispute with the employers over this affiliation terminated deliveries of the products involved and the employers obtained a mandatory injunction requiring them to honor their individual contracts and deliver the products.

The drivers contended that the issuance of the mandatory injunction was improper under the decisions of the United States Supreme Court in the **Garmon, Guss** and **Fairlawn** cases establishing and reaffirming the doctrine of preemption with respect to labor-management relations.

The court, however, affirmed the issuance of the mandatory injunction on the ground that this was not a dispute involving labor and management, within the meaning of the federal statutes, but involved the determination of property rights between two contracting parties, the employer on the one hand, and an independent contractor on the other.

14. **Gold vs. Gibbons.**

178 A.C.A. 536 (March 2, 1960)

In this case, an employer restaurant and the bartenders union entered into a collective bargaining agreement which recognized the union as the exclusive bargaining agent of the employees and union house cards were posted on the premises of the restaurant.

Subsequent to the agreement, the restaurant was sold to another owner who had not been a party to the original collective bargaining agreement which contained a provision: "This agreement shall be binding on any successor, or assignee of the parties, and said parties shall make the same a binding condition of any succession, sale or assignment."

The district court of appeal held that without mutual intent or intent to be bound by such an agreement, a party which was not a party to the original collective bargaining agreement could not be forced to recognize the union as the

* This decision of the District Court was reversed by a decision of the California Supreme Court dated July 8, 1960, 54 A.C. 454, by a 5-2 decision.

collective bargaining agent and abide by the collective bargaining agreement merely because of a subsequent purchase of the restaurant, and where there was no evidence of any type that the purchaser had assumed the obligations of the contract.

15. **Laundromatic Co. vs. Laundry Workers Union.**

180 A.C.A. 882 (May 13, 1960)

In this case the Laundry Workers Union had engaged in peaceful picketing of an employer for purposes of organization and recognition at a time when a majority of the employees did not desire to join the union or to be represented by it.

There was no question of interstate commerce being involved and based upon the decision of the California Supreme Court in the **Petri** and **Messner** cases, the district court of appeals reversed a prior decision of the superior court which enjoined such picketing as unlawful conduct. The prior decision of the trial court was based upon California law as enunciated by the Supreme Court prior to the **Petri** and **Messner** decisions in **Chavez, Retail Clerks** and **Garmon.**

Irving H. Perluss

Director, State Department of Employment

President Gruhn introduced Irving H. Perluss, Director of the State Department of Employment, who addressed the convention as follows:

"It seems to be an ancient custom for speakers in the position in which I find myself to express their deep appreciation for the privilege of addressing you. Certainly, I welcome the opportunity. But where your interests are as broad and as deep as they are in the field of employment security, reporting to you on what has been happening is more than just a privilege; it is an obligation. For me it is a pleasant obligation, because what I am able to report to you today on the progress that the Governor and his Administration have made in the past 18 months is not just an exercise in adjectives and intentions; it is made up of figures and results. And any of us who have had a hand in shaping them can take honest pride in our accomplishments.

"Although I have served as Director of Employment for only just about a year, I am no stranger to the programs of the Department. In my work in the Attorney General's office in previous years, I found myself involved in many legal skirmishes in which the structure of the California system was under attack. But I must confess that few of them had the interesting and unusual legal overtones, at least to me as a lawyer, that are present in the one that you are all generally familiar with and which has been making headlines the last few weeks. More about that in a moment.

"But I mentioned my previous exposure to employment security problems only to make this point: It has seemed to me, and I am sure to you, that for a number of years we have been nibbling away at the employment security system without making any fundamental changes. The important point now is that in the last 18 months we have seen a very significant change. Instead of nibbling away at the content of the system, this Administration has been extending it and improving it and liberalizing it. The record, I believe, is an impressive one. Let me review it briefly for you.

Outstanding Improvements in Employment Security System

"First, let us look at weekly benefit amounts. We have increased the maximum rate for unemployment insurance from $40 a week to $55 a week—an increase of 37.5 per cent. Disability insurance was raised from $50 a week to $65 a week—an increase of 30 per cent. This is the greatest liberalization both in dollar amounts and in percentages in the history of the programs.

"Second, the duration of benefits. The legislative session a year ago wrote into the Code the provision for extended benefits up to 39 weeks when unemployment rates are high. In the quarter ended June 30, when the provision was effective, more than eight and one quarter million dollars in added benefits went to workers who had been unemployed for an extended period of time—benefits they otherwise would not have received. This in my judgment is one of the most significant additions to the system since we reached one or more coverage almost 15 years ago.

"Third, retraining benefits. This, I think, is truly a break-through in the concepts of employment security. It permits workers who are displaced by technological or other developments to pursue a retraining program to get them back into a competitive position in the labor market without jeopardizing or forfeiting their rights to benefits during their period of

training. While its application is limited because it is tacked on to the extended duration provisions and is therefore effective only when those provisions are operative, nevertheless the principle has been established that it is better to help a worker get back into the labor market on a fully productive basis than just to pay him benefits until he exhausts his claim.

"Fourth, the matter of casual earnings. For years any casual earnings over $3.00 a week were deducted from the weekly benefit payment. This we have raised to $12.00 to strengthen the incentive of a claimant to seek whatever work may be available and not to penalize him unduly for taking it.

"Fifth, the tax base was brought up-to-date, at least in part. The $3,000 taxable wage base had been in effect since the system was established 25 years ago. The employer payroll tax base was raised to $3,600 and certain adjustments made in the tax rate structure to finance the added benefit costs. A new payroll tax paid by the employer was added to the law to finance the extended duration benefits without threatening the solvency of the regular trust fund. While the tax base for disability insurance was also raised, the one per cent tax rate on employees was not changed.

"Sixth. Certain eligibility questions were clarified. Supplemental unemployment benefit payment plans negotiated by collective bargaining agreements were legally recognized, removing any obstacles to the simultaneous payment of SUB and regular unemployment insurance benefits, and the eligibility of claimants who retired under the provisions of a collective bargaining agreement was established as a part of the law.

"This I am sure you will agree is an imposing record of improvements in our employment security system. And they are not just tinkering with the law; they go to the heart of the system. I believe that they have once again placed California in the forefront of leadership in the structure and concept of our employment security system throughout the country. I do not mean to imply that all the rough spots and inequities in our law have been erased. Far from it. But we are well along the way and we are on the right road.

"Now let me turn for just a moment to a few matters of administration which I know will be of interest to you.

"Our employment service is on the most solid footing in history. We made just over a half a million known agricultural placements in the fiscal year just ended —a figure that has been topped only in the Korean war year of 1951, and that only by a few thousand. This is an increase in placements of 35 per cent in the last two years. In the same period we have almost doubled our specific aptitude testing from 31,000 up to 56,000. Other activities similarly have been expanded and improved.

Farm Placement Program

"In our farm placement program we have made several far-reaching changes, both in matters of administration and in policy. We have moved the Farm Placement Service back into the main stream of our regular line operation rather than the semi-autonomous service it previously was. This has tightened the day-to-day supervision very sharply.

"Our policy changes are perhaps more subtle, but certainly no less important. We now listen equally to the problems of all the parties in our agricultural industry—employers, unions, individual workers and community groups alike. And we are trying sincerely to serve the general interests of all and the special interests of none.

"This is not an easy position to maintain, particularly in an area so fraught with tension and emotion and the hazards of weather and markets. But we believe that the paramount purpose of an employment service, including the farm placement service, is to see that workers get jobs, not just any job but the best ones available.

"In the same area we have tightened up sharply our controls over the authorization and use of Mexican Nationals. I believe that I can truthfully say at the present time that this program is the cleanest administratively in its history. And I should acknowledge publicly that this could not have been accomplished without the genuine and sincere cooperation of the overwhelming majority of farmers and their associations here in California, many of whom now have a history of prompt and effective action against violations by their own members —more so, perhaps, than the corrective actions which are available to us for policing the program.

"The net result of these improvements in our farm placement system I believe is better service to all and particularly to the domestic farm worker.

"May I add just a word or two about the current series of legal actions relat-

ing to our referral of workers to ranches at which there is a labor dispute.

Referral of Workers to Struck Farms

"There are several issues involved, and they are complex and interwoven; and I will not take the time here to try and disentangle them. The key issue, however, is whether the Secretary of Labor has the authority under the federal Wagner-Peyser Act to issue a regulation which prohibits the states from referring workers to an establishment where a labor dispute is in progress. By accepting the provisions of the Wagner-Peyser Act into our state law, we believe that we must necessarily accept the regulations which the Secretary of Labor has issued under it on the theory that the tail goes along with the dog. The employer representatives have challenged this regulation and the lower courts have ruled in their favor and have ordered us to refer workers to them.

"We have no choice but to observe the court orders, but we do need an authoritative, final decision from the highest state or federal court so that we can know where we stand; and we are therefore pursuing appeals from the decisions of the lower courts. Meanwhile, we will do our best to live with the confusion which the present situation necessarily produces.

"Let me close by merely reiterating what I think our recent history in the field of employment security discloses. I think that the record is clear that in the last 18 months under Governor Brown's Administration, we have made more rapid and more substantial progress than in the entire ten years preceding.

"To many, that perhaps may seem like an extravagant statement, but I think the record bears it out. And to many, though probably none are represented here, it might seem that this progress has been in the wrong direction. But we are dedicated and we are committed to the task of making our social programs serve social interests, and this I believe charts the course of progress."

Secretary Pitts

At the conclusion of Director Perluss' speech, Secretary Pitts spoke as follows:

"I would like to take this opportunity before Director Perluss leaves the convention hall to let it be recognized that we are fully aware of the strains and stresses that go with the job that is his in California, particularly at the present moment.

"When, in his closing words, he told you of his concern about social benefit laws and what the result should be from them, he pointed up very clearly that he is conscious of the responsibilities of his office, conscious of his obligations to serve the people in this state according to the letter of the law.

"It has not been too long ago that he demonstrated fully his outstanding ability as an administrative officer when he began the job of cleaning up the Farm Placement Service in this state. Some of the people who were originally employed in the Farm Placement Service, after having been dismissed from that service, went to work and began to draw their salaries from those they had been servicing for a good, long time—the growers' associations and groups of that kind.

"This took courage on the part of this Director. He demonstrated that he had it. No one, I believe, in this state government is being harassed any more at the present time than is the Director of the Department of Employment as a result of the situation concerning agricultural labor in California.

"Lawsuit after lawsuit, attacking him, are being brought, because he is administering the law as it should have been administered for years and years and years. Charges have been leveled at those responsible for the administration of these laws, at both the federal and state level, of conspiracy with labor to accomplish certain goals in this state. This is **not** a conspiracy with labor.

"There have been no conversations or anything that would warrant even the thought of a conspiracy. It is simply that the laws are finally being enforced and administered as they should have been for a great many years. All that was necessary was to have the right kind of a man with the courage, the stamina, the willingness and the ability to do the job, and in Director Perluss, that man was found.

"I have the greatest admiration and respect for him for this courage, for his willingness to work so hard. I am sure that, night after night during some of the recent hectic days and weeks, he could not have got much sleep.

"I felt that this should be brought to your attention, and I think the Director is deserving of the finest commendation by the delegates at this convention!"

Bryan Deavers

President, State Building and Construction Trades Council of California

President Gruhn then introduced Bryan Deavers, president of the State Building and Construction Trades Council of California, who spoke as follows:

"It is my pleasure to bring to you, and especially to your two chief officers, the fraternal greetings and well wishes of one of your affiliated organizations; namely, the State Building and Construction Trades Council of California. These two men are very deserving of the posts to which they were elected by this convention.

"At the recent convention of the State Building Trades Council of California, my opening remarks were directed to and built around the word 'u-n-i-t-y.' Once again, I wish to stress that word 'unity.'

Unity—All-Important

"It is due to unity that the California State Federation of Labor grew to be the largest state federation in the nation. With the amalgamation of the AFL-CIO, the California Labor Federation, its successor, has been made an even stronger organization. We, of the building trades, were at one time fearful of the effects that this amalgamation might bring. We are no longer fearful.

"You are all well aware of the attack made upon organized labor through the Joint Senate House Committee, headed by John McClellan. You are also aware of the legislation that resulted from hearings of that committee.

"The building trades were singled out in legislation designed not only to weaken our unions, but to create confusion and needless red tape between unions and their members and employees and their employers. It is now a well-known fact that many employers who at first backed this legislation for purposes of harassment today regret their actions.

"We of the building trades unions, are growing tremendously. Affiliations to our State Building and Construction Trades Council are increasing rapidly. But we know that we don't dare to play the lone wolf and leave other unions to the mercy of the reactionaries.

"Never before in labor's history in California or the nation has the need for closing our ranks been as vital as it is today. We, of the building trades, pledge our continued and ever increasing support to this California Labor Federation and to its elected officers. We are extremely grateful that we are gaining in recognition. Our strength will be your strength.

Three Bills Before Congress

"We request your assistance on three matters, each of which is pending before the Congress of the United States.

"Housing Bill S 3270 passed the Senate on June 16th. The House Banking and Currency Committee has reported favorably HR 12603. We need your assistance in pressuring the House Rules Committee to release this measure for House action. Without a housing bill, the economy of the state of California is going to be seriously impaired.

"The House of Representatives has passed the Thompson Bill, HR 10128, which provides a four-year grant to states of $1.3 billion for school construction. The Senate has passed an amended bill, S 8, providing for a two-year $1.8 billion program. The House Rules Committee, just before it recessed for conventions, voted against sending the bill to conference. Please help us force the House Rules Committee to approve that the bill should go to joint conference. We all need this school aid program.

"We appeal to you also to assist us in getting favorable action on HR 9070 and S 2643.

"The Senate Sub-Committee on Labor, headed by the same man whose picture I am wearing, has reported favorably on S 2643. It is now before the full Senate Committee on Labor. We expect this bill to be brought before the Senate floor during this session of Congress.

"The Common Situs Picketing Bill, HR 9070, which is the companion bill of Senate Bill 2643, is still before the House Rules Committee awaiting a rule to guide the House vote. It has been there since April 26. Speaker Sam Rayburn and Republican House Leader Halleck have each committed themselves, or so we understand, as favoring the bill. Therefore, we believe that the bill will be voted upon before the close of this session.

"We need your help. We need letters and telegrams to your Congressmen and Senators. Now, we know that many of you probably think that these three matters affect only building tradesmen. This is indeed far from the truth.

"We need the housing and school bills in order to keep people properly housed, our children educated, and we need the

work involved in the construction in order that our workmen can earn and keep up the economy of our state and nation.

"If we can be successful in reversing the Denver Building Trades Rule and gain the right to picket in order to organize all construction jobs, it will help open the door to all unions to gain similar rights.

"We have pledged our support to you on all matters. Now we are asking your suport on these three—Housing, School, Construction and the Situs Picketing Bills."

Declination of Delegate Bartalini

Delegate Chester R. Bartalini, Bay District Council of Carpenters, protested the omission from the printed record of Wednesday's convention proceedings of the statement he made in declining the nomination for Vice President At Large, Position I.

Secretary Pitts stated that he had instructed that all speeches in connection with nominations for the various offices be omitted from the printed proceedings, since they had been heard by the delegates, and printing them would add considerably to the costs.

A motion by Delegate Claude L. Fernandez, Retail Clerks No. 428, San Jose, that Delegate Bartalini's statement be put into the record, was duly seconded.

Delegate Irvin P. Mazzei, American Guild of Variety Artists, Los Angeles, rose on a point of information.

Delegates Thomas W. Mathew, Orange County Building Trades Council, Santa Ana; John L. Donovan, Printing Specialties and Paper Products No. 388, Los Angeles; Don Rotan, Marine Cooks and Stewards, San Francisco; Joseph Iacono, Waiters and Dairy Lunchmen No. 30, San Francisco; A. T. Gabriel, Miscellaneous Employees No. 110, San Francisco; Joseph Angelo, Steelworkers No. 3367, Niles, supported the motion.

Delegate James Blackburn, Painters No. 256, Long Beach, moved the previous question, which was adopted, followed by the adoption of the motion.

The statement made by Delegate Bartalini on the previous day follows:

"I rise at this time to make a statement. I think it is obvious that when a candidate-to-be gets up following his nomination, you can surmise what he is going to say.

"I am going to gracefully decline the nomination for Vice President At Large in Area I. But I think it is more or less mandatory and incumbent upon me to make a statement, because I did submit my name as a candidate for this position, and I have gone out and solicited support from many delegates in attendance at this convention.

"I want to be very honest and frank about it: that the motivating factor of why I have seen fit at this time to stand before you and withdraw my name as a candidate in that particular area is because I have capitulated to the philosophy that has existed in this Federation for many years, namely, that the identity of an organization with which a man is affiliated is a factor in whether he should be on the executive council or not.

"I think it is time for the delegates of this Federation to be cognizant of the fact that if we are to maintain ourselves as the greatest federation in the United States—which we are—the quicker we stop looking at the person's i.d. card and consider, rather, his ability as a labor leader, the better off we are going to be.

"If we are going to continue this philosophy that we are going to have to divide the members of the executive council according to the organizations with which they are affiliated; if this is going to be the practice, then I certainly would advise that we do a third job and re-write our constitution and make sure that every international union is on that board.

"I do not subscribe to this concept, but instead of alienating all my friends and creating an atmosphere here that I do not like, I am big enough to stand before you and withdraw my name from nomination, so it will not be necessary to have a contest.

"But I make one more plea. This is a labor federation, a federation of all unions, and particularly since the merger; and the quicker we begin to lose these old tags of ours and act as a labor federation, and go out and get the men we think are best qualified, regardless of the union with which they are affiliated, the better off we are going to be.

"It is unfortunate that I happen to be a building tradesman in some respects. But I am proud of the fact. However, I don't want to leave the idea here that the building tradesmen are trying to take over control of this Federation. I want to erase any doubt of that in anybody's mind.

"At this time I want also to avail my-

self of the opportunity to thank those people who were willing to support me. I want to thank them now, because I don't know whether I will have the opportunity between now and the closing of the convention to do so.

"I am happy to have the opportunity to stand before this convention and withdraw my name as a candidate."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Policy Statement X
Civil Rights

(a) The weakness of the Eisenhower Administration and the overriding importance of equality of opportunity for all Americans demand from organized labor our most concerted effort yet to win the fully American way of life for ALL our people, and to eliminate the high moral, social, economic and political price which the nation is being forced to pay at home and abroad for the continued toleration of widespread practices of discrimination, segregation, disfranchisement and other denials of civil rights to minority groups.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 41—"Amend McCarran-Walter Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 42—"Civil Rights."

The committee report:

"There is no Resolved in this resolution. With the consent of the sponsors, your committee recommends that immediately after the seventh paragraph of this statement there be inserted the following:

Resolved, That the third convention of the California Labor Federation go on record in favor of the proposition that . . .

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 43—"Anti-Discrimination Clause in Union Contracts."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 220—"Protect American Citizens From Discrimination by Foreign Governments."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement X
Civil Rights

(b) Organized labor demands state and federal action to prevent the continued subversion of American ideals regarding the family home and the undermining of the community's economic and spiritual health through any discrimination in California against minorities in the field of housing.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 262—"Commend and Support Federation's Civil Rights Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement XI
Housing

(a) The continuing decline in housing activity, in the face of mounting shortages caused by population growth and banker-oriented monetary policies of the Eisenhower Administration which have excluded the bulk of low and middle income families from the housing market, threatens the moral fibre and the economy of the nation.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) Organized labor warns against the threat of a serious recession in 1961 unless an emergency housing measure is immediately enacted by Congress along with an omnibus long-range federal housing program to assure meeting the nation's housing requirements by 1975 through construction of 2.3 million dwelling units annually, including: (1) housing on terms realistically designed to bring up to 700,-

000 more moderate income families into the market annually; (2) at least 200,000 low cost public housing units on either a rental or ownership basis; and (3) a variety of other programs indispensable to comprehensive programming to meet the nation's housing needs.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) California labor calls upon Governor Edmund G. Brown to seize upon the climate for action created by his recently-held statewide conference on housing, and to immediately convene a special state housing commission, representative of state and community housing experts, the homebuilding industry, organized labor, and other specific consumer interests and representatives of the general public, for the specific purpose of developing coordinated state programs to be submitted to the 1961 session of the legislature, with emphasis placed on the needs of low and moderate income families.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 131—"Housing For The Elderly."

The committee report:

"Your committee recommends that the first Resolved be amended by inserting at the end of the second line the words 'the principles embraced in.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Policy Statement XII
Education

(a) The dismaying discrepancies between our educational needs and our public school system's shortcomings in terms of quantity and quality of facilities and teaching staff, further compounding solution of the impatient problems confronting America and the rest of the world, can be overcome only through the enactment of a comprehensive federal aid to education measure calling for school construction, improvement of teacher salaries, and scholarship opportunities as broad in conception as were contained in the G. I. Bill of Rights.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) While pressing for the enactment of an adequate federal aid to education program, and the application of the ability to pay principle to state and local taxes, organized labor will continue in the mainstream of active support of our state school system with practical methods of financing California's schools as well as other programs designed to maintain the highest standards of education.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 56—"Encourage Teacher Organization at College Level."

The committee report:

"Your committee recommends that the last Resolved be deleted; and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Policy Statement XII
Education

(c) Public exposure of the hypocritical character of the 1958 "right to work" campaign and the climate that produced the Landrum-Griffin Act have re-emphasized the growing importance to workers of sustained labor education activities aimed at effectuatiing our economic and social programs and cooperation with other consumer-oriented organizations toward combating the causes and effects of administered inflation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 33—"Purchase Union Label Merchandise"; **Resolution No. 40**—"Union Label Program."

The committee report:

"The subpect matter of these resolutions is similar; namely, the support of a union label program.

"Your committee recommends concurrence in **Resolution No. 40** and further recommends that **Resolution No. 33** be filed."

The committee's recommendation was adopted.

Resolution No. 132—"Workers' Education."

The committee report:

"Your committee recommends that the last Resolved be amended by inserting after the last word 'colleges,' the words 'and universities.'

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 225—"Continue Office of Consumer Counsel and Expand Staff."

The committee report:

"Your committee recommends that in line 2 of the fourth Whereas, the words 'working man' be changed to 'workers'.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 255—"Education of High School Students."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 265—"Establish a Public Relations Program on Television."

The committee report:

"The subject matter of this resolution is concerned with sponsorship of a television program by the California Labor Federation.

"Your committee was advised that at a previous convention a similar resolution was referred to the executive council for study, that the study is in progress and a preliminary report has been made to the executive council.

"Accordingly, your committee, while concurring in the intent of the resolution, believes that the subject matter of this resolution should be referred to the incoming executive council so that the current study can be concluded and recommends this resolution be filed."

The committee's recommendation was adopted.

Norman Smith

Director of Organization
Agricultural Workers
Organizing Committee

President Gruhn then presented Norman Smith, Director of Organization of the Agricultural Workers Organizing Committee, who, with a delegation from AWOC, had just been escorted to the platform by the Sergeants at Arms.

Brother Smith spoke as follows:

"Perhaps most of you who are here this morning remember that a year ago I was before your convention. I told you at that time the plan the AFL-CIO nationally had laid out, what it was that we hoped we could do; that the organization of the agricultural workers was not an impossible task, and that we had set out to do something about it.

"At that convention I probably talked a little bit too long, because at that time I was new to the job; I realized the immensity of it. But today I can come to you with a record of accomplishments that all of us have had a hand in making, because this campaign has been paid for entirely, not by the people who came in here with me this morning, who very frequently do not have enough money with which to pay dues, but by every person in the labor movement who, by contributing a penny a month last year and two pennies a month this year for the first six months of the year, has helped to build up a fund to do this job. And we have spent the months demonstrating to them that only by organization can we take such little sums as a penny a month and pile them up and make them do a job.

A Problem Too Long Neglected

"It was my opinion and the opinion of those associated with me that if we brought in professional organizers to do this job, we would need about 10,000—and perhaps then would not get the job done. The labor movement has to plead guilty to the fact that we have neglected this problem far too long, and that while we were neglecting it there were other groups which were working very hard to call our attention to it and to do something about it.

"We are fortunate to have in our delegation this morning one of the people who for years has been trying to call the attention of everybody, including the organized labor movement, to the plight of the agricultural worker. Then there are a great many organizations: the National Citizens' Committee for Agricultural Labor; the Citizens' Committee that we have in this state; the various church groups; the fringe groups; the migrant ministry; and many other civic groups that have helped to take on the burden that, we have to say quite frankly, should have been the one that we took on a good many years ago.

"Outstanding among these groups is the Catholic Rural Life Conference; and we have in this area three priests who have done a noble job in not only calling the attention to the public to the plight of the agricultural workers but to bring these workers in and train them how to do something for themselves. I refer to Father McDonnell in San Jose; Father Duggan, who until a short time ago was stationed in Tracy; and the good Father that I have with us this morning (and I am going to impose upon him by introducing him to you personally), Father Tom McCullough of Stockton.

"When I came in here a little over a year ago he had an independent organization set up there where the boys had organized themselves. I think that if I hadn't come into the area, they perhaps would have been able to have made more headway locally than we have made there. But I felt that if that were done on a local basis, the same thing would happen as has happened too often with the agricultural workers: that the growers would be able to come in and walk over a small group. So we laid out an area in which we thought we could cooperate and do something with the restricted budget that we had.

"We now have offices in Marysville, Yuba City, Sacramento, Stockton, Modesto, Fresno, Strathmore, San Jose and Oxnard. We have had to leapfrog over from some of the patterns that we had.

Some of the AWOC Accomplishments

"We have some accomplishments behind us. I am not going to bore you with a lot of them, but in the cherry harvest we were able to raise the take of some 7,000 people who worked in that by some half a million dollars. We were able to go into the Winters area, which is perhaps one of the lowest paid areas in the whole state, because the apricot harvest came at a time when there was not much work, and they have always paid 80 or 90 cents an hour. This year they were willing to offer a dollar, but by collective action of the people who had seen our success in the cherries, we were able to bring up the wage for all of that apricot industry that pays by the hour to a dollar and a quarter.

"This has carried over into the pears up and down the Sacramento Valley, and they paid a dollar and a quarter for all of them, or a piecework which made it comparable.

"Last year they used 3,000 braceros in harvesting the pears along the Sacramento River. This year they used 30.

"Yesterday's papers said that for the first time since the inception of the Mexican national or the bracero program it had been reversed, because a couple of days ago they pulled the Mexican braceros out of the pear orchards in Stanislaus County, one day later out of San Joaquin County, and yesterday out of the counties of Yuba, Sutter and Butte.

"This has been made possible by the fact that you, along with every other trade unionist in the country, have been contributing to a fund so we could set out and try systematically to do something about this problem.

"And now I want to turn briefly to the future and to some of the criticisms that are being leveled against us.

Growers Say We Must Follow the Rules

"One of the criticisms is that we are acting in an unorthodox manner. Well, to you old grey-headed fellows up there, you know that any time a movement ever got started we didn't comply with all of the rules. If we had, we wouldn't have got the job done.

"The agricultural lobby in this country, both in our state legislature and in our national legislature, has been so strong that they have excluded from agricultural workers every advantage that has been given to all of the rest of us. They tell us in California that we can't afford to have a minimum wage law because they can't meet the competition of the other states. But they don't tell you that most of the growers who are operating in California also operate in a great many other states. But when we go down to Washington and try to get a minimum wage law applied to agriculture, we find the same people who are fighting in the state legislature already down there and having our congressmen by the ears.

"They are not honest when they say that they would like to have a national minimum wage law. But they have begun to realize that something is going to be done, and perhaps the most logical thing is that we should have a national minimum wage law.

"But if we can't get one on a national scale it is time that we do something about this in this, the greatest agricultural state in the union.

"When our national officers attend meetings around the world they are constantly plagued by the questions: 'When

are you going to do something about the plight of the agricultural workers? Are you going to sit there until the Communists all over the world jump onto us?' And I have been surprised that the Communists have not come in and used the deplorable conditions that our people work under as an argument in the countries where we are talking about helping underdeveloped nations. In the great central valley of California, which should be a venerable Garden of Eden, there is as much if not more misery than there is in any valley, including the most underdeveloped in the world!

"Go to any of our cities and see the little shoestring communities that have grown up around them. See the people who don't want to be migrant workers but who want to put down roots, want to have some place where they can send their children to school, and who have pride enough that around the little cabin that they are able to build they put a little picket fence and paint it.

"And for the growers to say that we have to follow rules, the same kind of rules that apply to your organizations that have had recognition from 30 to 75 years, I can tell them plainly: 'They're nuts!'

"They talk about having an election in the field to see whether the fellows want to strike or not. Those workers have to be there three or four days before they can vote, and there are certain crops in this state that are harvested in three days.

The Job Will Be Done

"So someway or other we are going to get the job done. One of the things that I have been worried about in the last few days is all of the newspaper, radio and television publicity that we have had, as a result of which a great many people seem to think that we have already arrived. But I know there are months and years of hard work ahead of us. I want to appeal to every delegate who is here to go back from this convention to his local union and point out one thing to the people in your organization: There is no such thing as an impossible job when it comes to organizing; that the agricultural workers, although a great part of them is migrant, can be organized!

"At the risk, perhaps, of offending one of the great groups that is in here, do any of you know of a bigger bunch of tramps than the Operating Engineers? They are in Cleveland today, Alaska tomorrow, Iran or Iraq the next day. And the only difference is that they get paid subsistence and transportation pay. But I would say, without offending some of the rest of you, that perhaps they are the best-organized group in the construction industry. And when some company gets a bunch of home guards and wants to keep them, well, you know what a 'ragger' means. They go out and raise so much heck on the job that they get the conditions straightened out.

"The Ironworkers are the same way. When some company gets a bunch of home guards and builds up a condition with a lot of favoritism, you know what the Ironworkers do. All of us have known for years.

"The same thing applies to the agricultural worker. For years he has been on strike at least one-third of his time, except it was never recognized as a strike. He didn't like his job and he walked off. The next group that came in that field didn't like it, and they walked off. If the fruit was ripe, about the third group would get an adjustment. But for the last eight or ten years, as long as they had a group of licensed and legalized slaves sitting in the shade somewhere, that is what they wanted them to do. And this year, for the first time, we have been able to reverse that tendency.

"We have a little situation over in Lake County. The sheriff's department over there seem to think that we're back in the 1890's. So if any of you are acquainted in that area I would like you to do what you can towards softening them up. They picked up a bunch of our boys at 9:00 o'clock, held court at 11:00, gave them fines of $105 and ten days in jail. One of them was a boy 16 years old, and they didn't inquire as to his age. Of course, they're going to give him his fine back. But I am satisfied that if we have one judge or justice over there, we can stop having kangaroo courts.

The Podesta Strike

"A great deal has been said about one particular strike, and I want to take time enough to point out to you that in the Podesta strike, where it is alleged that we let a cherry crop rot, we didn't do it. Mr. Podesta, with his pigheadedness, with his stubbornness, is the one who let that crop rot. And if he lost a great deal of his crop, it is because of the amateurs that he brought in who broke the limbs off his trees and did other things that only amateurs would do. But he is suing us for a lot of money, not only for that crop. Next year, he says, he is not going to have a

big crop. But it is not because of what the professional fruit pickers did.

"The people out in the fields could not do this organizing job alone, I could not do it alone. It has been done because the labor movement has rallied behind us and because we were down to see the Secretary of Labor. And we didn't go in alone, a little handful of people, but we had with us the executive secretary of the California Labor Federation and the general counsel from the California Labor Federation, and the secretary-treasurer of the AFL-CIO; and we spent six and a half hours with the Secretary of Labor and with his staff, and the man that the growers always looked upon as being 'their boy' when we came down to the DiGorgio thing in Marysville.

"The man who wrote that order was the one that the growers had always felt they had in their pocket. It was not I, not the little handful of people that I have been able to put on the staff, but the fact that the labor movement as a whole got back of us.

Leadership First, Membership Next

"Now, we have gone out in the past year and not made a great drive for membership, but rather to try to build up a leadership, I have with me in the delegation this morning, people all the way from the north end of the Sacramento Valley to almost as far south as Bakersfield. We threw this together hurriedly because we knew the time of the convention is short, and we were not certain whether we could be here or whether we could be needed out in the field.

"In the next few weeks, if you hear anybody saying 'that bunch of agricultural workers are hitting below the belt'—and some of the papers are writing editorials to that effect—that they are conducting 'wild cat strikes', and that 'they don't have any sense', just remember back to the time when you had to do the same thing, when you didn't have the benefit of a contract.

"Months ago we asked the growers to sit down with us and try to work out some kind of an orderly procedure, but they said 'What the heck, you don't represent anybody'. One grower I heard say before one of the state commissions that he had talked to thousands of agricultural workers, and he had never seen one who belonged to a union or one who even wanted to belong to one.

"Well, I think that gentleman has begun to change his mind, and when he gets into his principal crop next year, I am sure that he will change it permanently.

"Lastly, I want to thank every one of you who are here for everything that you have done for us. When I went on this job, Mr. Meany told me, 'I don't want you running a mooching campaign. The AFL-CIO is paying for this.'

"There are one or two loopholes, one or two places I know we are going to have to plug up. To those who live in the vicinity of Oakland, we are going to be handbilling the skidrow section, or the day hall section there in the next few days. I want you to know that we are doing this because it has been used as a reservoir whenever any of these so-called crises have developed, to rush in a lot of people and try to keep down the wages. Also, they have some of the most chiseling, buzzard-like contractors operating out of that area that there are anywhere in the state. We haven't been able to get in there because of the limitations of our staff, but we are going to be in there in the next few days.

"When you go back to the people that you represent in your local union meetings, try to erase or modify the wrath of the growers that I know they are going to be turning on us in the next few weeks. I do feel that we can brag a little bit maybe about the progress we made last year, and I hope that in the years to come we can have, perhaps, the greatest group in the California State Federation in here paying per capita.

"It has been a pleasure to be here with you, and I hope that next year you can have somebody straight from the fields up here at this microphone, somebody that is the head of one of the great unions that you have in this state."

Delegate Robert Ash, Alameda County Central Labor Council, Oakland, made the following offer to Brother Norman Smith: "...Rather than take some of his people off the important work in the fields, if he will get us the handbills, we will make the distribution."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Policy Statement XIII

International Affairs

While supporting every practical effort to eliminate atomic weapons testing and production, together with reduction of armaments under effective inspection,

California labor recognizes the necessity for maintaining adequate military resources to deter the Soviet menace and any potential aggressor nation, and the fullest implementation at home and abroad of the finest elements in the American heritage of liberty and equality of opportunity as the only certain route to peace, prosperity and freedom for all the world's people.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 72—"Support S. 2882 on Tariff and Foreign Trade"; **Resolution No. 252**—"End Unfair Competition With Foreign Products."

The committee report:

"The subject matter of these resolutions is similar, namely, unfair foreign trade and competition.

"After the sponsors of **Resolution No. 72** had appeared before the committee at the committee's request and presented to and discussed with the committee the specific legislation referred to in that resolution, your committee concurred in the intent of that resolution and believes it more adequately covers the subject matter.

"Accordingly, your committee recommends concurrence in **Resolution No. 72,** and further recommends that **Resolution No. 252** be filed."

The committee's recommendation was adopted.

Policy Statement XIV

Water Resources Development

California labor reaffirms its support for maximum and integrated development of the state's water and power resources in accordance with firm policies which assure the most economic and financially feasible method of developing a limited resource, which secure and protect the rights of workers, and which ensure the widest possible distribution of benefits of such development.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 87—"Ensure Workers' Rights on Federal Water and/or Power Projects."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 90—"Workers' Rights on State and Local Government Projects."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 91—"Apply 160-Acre Limitation to All Federal and State Water Projects."

The committee report:

"The subject matter of this resolution is concerned with the 160-acre limitation in water projects.

"Your committee is convinced that this subject matter is more adequately and effectively covered in **Statement of Policy XIV, Water Resources Development.**

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation reported for the committee as follows:

Resolution No. 1—"Legislation to Prohibit Recruiting Professional Strikebreakers"; **Resolution No. 71**—"Prohibit Importation of Professional Strikebreakers"; **Resolution No. 146**—"Outlaw Importation of Strikebreakers"; **Resolution No. 223**—"Prohibit Transportation of Strikebreakers Across State Boundaries."

The committee report:

"The subject matter of all these resolutions is similar; namely, the passage of state legislation to prohibit the recruitment of strikebreakers and their employment in this state.

"Your committee recommends concurrence in **Resolution No. 1,** and further recommends that **Resolutions Nos. 71, 146** and **223** be filed."

Vice President Sam Eubanks spoke in favor of the committee's recommendation, giving the background of the subject matter of the resolutions.

Delegate John F. Kelly, Web Pressmen No. 4, San Francisco, gave the history of the Portland, Oregon dispute, and urged adoption of the resolution.

Delegate Donald H. Abrams, Typographical No. 21, San Francisco, spoke in support of the resolution, and asked the delegates to write to Senators Wayne Morse, Lister Hill, John Kennedy, as well as the California Senators, urging that action be taken on Senate Resolution 271 by Senator

Morse, calling for an investigation of the situation and a report to the next Congress.

Vice President Pat Somerset moved the previous question, which carried.

The committee's recommendation was thereupon adopted.

Union Label Drive Amalgamated Clothing Workers

Ruth Miller, West Coast educational director for the Amalgamated Clothing Workers, was presented by President Gruhn and spoke as follows:

"I regret that the subject of the union label does not lend itself to the drama and excitement that would most appeal to you, both as trade unionists and as consumers.

"However, I want you to know that this union label which we are promoting so actively stands as a symbol of that dramatic and exciting period when the needle trades were involved in the elimination of the sweatshop and all that that stood for.

"Today we are pleased and proud that the achievements of those early years of this century, the decades following 1910, have resulted in decent wages, decent working conditions, and a feeling of achievement on the part of the organized clothing workers of this nation.

"And so when we come to you, not just with a drawing, but with the effort to make you aware that our union label drive is a drive through which we want to continue the job of bringing more organization to this industry and similar industries, we also want you, as consumers and as trade unionists, to help in this drive.

"In the past few years we have discovered that the union label can be used by us and by our membership in the organization of the still unorganized workers in our industry. We have in the past decade brought into our membership approximately 10,000 workers through the technique of using the union label.

"At this time I think I should say that we are pleased that the ILG in the past few years has joined with the Amalgamated in an effort to publicize and to promote union label garments.

"I want to inform you, too, that we have as of last Monday added to our staff a person who is well known to many of you: Mrs. Anne Draper. Mrs. Draper will from now on be the regional director in this drive on the West Coast. Of course, you all know that she is a dedicated trade unionist and therefore she has joined our staff.

"Mrs. Draper will be available to all local unions, area groups, in presenting and helping to organize union label committees throughout the West Coast. I hope that in the next immediate period you will call on us, call on Mrs. Draper, to help organize and start union label committees in your own locals and in your own regional offices."

At the request of the speaker, Secretary Pitts drew the winning names in a drawing sponsored by the Amalgamated Clothing Workers and the Hat Workers Union for a suit of clothes and five hats.

The suit of clothes was won by Howard A. Gibson, Building and Construction Trades Council, Stockton.

The hats were won by Norman E. McClung, Communications Workers No. 9421, Sacramento; Robert G. Smith, Steelworkers No. 1304, Emeryville; Phillip B. Wendell, Marine Engineers No. 79, Wilmington; Warner P. Basse, Glass Bottle Blowers No. 262, Santa Clara; Ed Wallace, San Francisco.

Recess

There being no further business, the convention was recessed by President Gruhn to reconvene at 2:00 p.m.

THURSDAY AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:12 p.m.

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation reported for the committee as follows:

Resolution No. 269 — "Recruitment of Employees During Strikes or Lockouts"; **Resolution No. 274** — "Prohibit Employment of Professional Strikebreakers."

The committee report:

"Both of these resolutions deal with the same subject matter as **Resolution No. 1**, which was adopted previous to the adjournment of the morning session. Therefore the committee recommends that both of these resolutions be filed."

The committee's recommendation was adopted.

Resolution No. 51 — "Require Safety

Measures and Inspection of Trucks Loaded With Heavy Materials."

The committee report:

"At the request of your committee, the sponsors of this resolution appeared before it and explained that what they desired was to impose the responsibility for unsafe conditions enumerated in the resolution on the owner-operator rather than the driver of the vehicle; require fixed and specific safety requirements with respect to the proper loading of trucks, and frequent inspection of the equipment itself for the purpose of insuring safety.

"With this construction of the resolution, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 267—"Employers to Furnish Welder's Protective Clothing."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 75—"Training for Displaced Workers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 222 — "Pay for Jury Duty"; **Resolution No. 73**—"Pay for Jury Duty"; **Resolution No. 61**—"Full Pay by Employer for Jury Duty."

The committee report:

"The committee recommends concurrence in **Resolution No. 222,** and further recommends that **Resolutions Nos. 61** and **73** be filed."

The committee's recommendation was adopted.

Resolution No. 62—"Sponsor and Assist Credit Unions."

The committee report:

"The committee, with the consent of the sponsors of the resolution, recommends that the Resolved be amended by deleting the last five lines and inserting the following:

> ... go on record to assist, if any appropriate liberalizing legislation is introduced involving credit unions among labor groups.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 184 — "Working More Than Five Hours Without Meal Period."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 195—"State Income Tax Deduction."

The committee report:

"With the consent of the sponsors, your committee recommends that the Resolved be amended by striking line five in its entirety and inserting the following:

> ... owner who has repairs made on or paints his own ...

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 197 — "Hot Meal Furnished for Second Meal Period."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 208—"Payment of Wages After Quit."

The committee report:

"The sponsors of this resolution appeared before the committee and explained that they simply wished to extend the present 30-day period to 90 days.

"Your committee accordingly recommends concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 216—"Minimum Painting Standards to be Made Part of State, City and County Building Codes."

The committee report:

"The committee recommends that the last Whereas be amended by striking in line one the word 'all' and inserting the word 'much', by striking in line five the word 'workmanship' and inserting the word 'results', and by inserting a period in line six after the word 'standards', and deleting the balance of the Whereas.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 238—"Organizational and Bargaining Rights in Intrastate Commerce."

The committee report:

"Your committee recommends that the Resolved be amended by striking the words 'in consultation with California labor attorneys,'.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 242—"State Government to Remain Neutral in Labor Disputes."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 256 — "Organization of the Blind."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 261—"Regulation of Rest Homes."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 268—"Standardize Weld Tests."

The committee report:

"The proponents and opponents of this resolution appeared before your committee, and it was agreed that if the last Whereas were deleted, both sides would be agreeable.

"The committee accordingly recommends that the last Whereas be deleted and, as so amended, your committee recommends concurrence."

Discussion ensued.

Delegate Ed Rainbow, Boilermakers No. 6, San Francisco, disputed the committee's report, and Delegate Joseph F. Eberle, Boilermakers No. 92, Los Angeles, emphasized the intent of the resolution.

Delegate Robert Whelchel, Structural Iron Workers No. 433, Los Angeles, moved that the resolution be referred back to committee.

At the suggestion of Chairman Bassett, Delegate Whelchel amended his motion so as to refer the resolution to the incoming executive council, with the provision that the executive council would notify all interested parties as to when the matter would be considered.

Secretary Pitts stated that if the unions would notify his office of their interest in this subject matter, he would notify them of the time and place of the executive council meeting.

The motion to refer **Resolution No. 268** to the incoming executive council was then adopted.

Resolution No. 277—"Establish Multiple Commission on Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Sigmund Arywitz

California Labor Commissioner

President Gruhn then introduced Sigmund Arywitz, the California Labor Commissioner, who addressed the convention as follows:

"The last time that Al Gruhn introduced me to speak was at a luncheon in Eureka, where he was Mr. Labor Movement of Humboldt County and points north. Since then he has grown in importance, and I am happy to report that both of us are standing up well under the strain.

"I noticed in looking at the resolutions book that a great deal of additional work is being contemplated for the Division of Labor Law Enforcement. I want to tell you—and I think I can speak on behalf of the entire division—that we welcome all additional duties that will serve to protect and safeguard the interests of the workers of this state . . . and I am not even going to mention the other resolutions dealing with the pay increases.

Increased Activity in Labor Law Enforcement

"Since I spoke to you at the convention in San Diego and gave you a progress report of what had been occurring in the division up to that time, I think that I should devote my talk to you about the changes that have taken place in increases in activity, increases in staff and changes of emphasis.

"First, I am happy to be able to tell you that, with the support of Governor Brown, the legislature has voted two additional offices for our division; one in Van Nuys, taking care of the cases in the San Fernando Valley so that workers with claims will not have to travel into Los Angeles anymore to present their claims, and the other in Santa Ana, where we will be able to give full time and attention to the problems arising in Orange County.

"At the same time, the legislature granted us three additional deputy labor commissioners. They are all on the job now, and to an extent, I have deprived the labor movement of some front line soldiers in appointing new deputies, because one of them is Otto Emerson, who had been assistant secretary of the Southern California Council of Laborers. (I can't face Lloyd Leiby. He mutters threats at me every time he sees me.) Then we have appointed Roger Frommer from the International Ladies Garment Workers Union. (I felt I needed somebody that I knew I could pick on.) The third new deputy is Jack McNeal, who had been with the Oil Workers Union in Texas.

"I have some figures on our activity since last year, and you will see that the work has gone up very extensively. For instance, for the year 1959 to 1960, we had 44,339 controversies and claims before us in our 16 offices which existed at that time, which was an increase of 10 per cent. Of these, about 35,000 were wage claims, an increase of 13 per cent. We held over 21,000 hearings, an increase of 10 per cent. We collected almost two and a half million dollars, which still equals all of the wages collected in all of the other 49 states of the United States. We are not only first, but we doubled the rest.

Labor Law Enforcement for The Agricultural Workers

"I also want to tell you a bit about our various activities and emphasis. I don't have to tell you, of course, that the real dramatic impact in the story of the labor movement of California today is the drive of the agricultural workers to organize themselves. I can't tell you that we play a large role in this. We do play a collateral role, in that the Division of Labor Law Enforcement is responsible for the licensing and regulation of the farm labor contractors, and there is a section of the Labor Code that says that no farm labor contractor shall recruit workers to break strikes without notifying them that they are going to be used as scabs.

"I can stand here proudly and say that we enforce that law to the fullest! We can't stop people from scabbing under the law, but by God, they are going to know that they are scabs!

"We have been able to do a great deal in raising the standards of conduct of the farm labor contractors. There are a great many problems that we have with them. For instance, there is the habit of setting the scale back a couple of pounds. On a hot, dry day in the desert, they have to worry about moisture, so they allow themselves ten pounds to take care of moisture —until we catch them.

"It has been heard that farm labor contractors sometimes like to sell wine from the back seat of the car so that the worker is indebted to them and remains in a state of peonage, paying for yesterday's wine with today's labor. This is against the law and we will not allow it.

"We have heard of overcharging at commissaries, and we examine this very carefully. There have been many cases of recruiting people through misrepresentation, and we keep an eye on that. We are very careful about the keeping of records and the payment of wages. We make sure that the workers are paid, and if they are not paid, there is a bond that we have to move against so that the workers are paid their wages by the farm labor contractors of California. We require any farm labor contractor transporting workers who are not his employees and who are not covered by workman's compensation, to be covered in the transportation by a high enough rate of insurance so that if they are injured, they will be able to recover.

"The most important thing of all is the fact that in this area of farm labor contracting we have made them know that they are under vigilance. They know that they dare not do wrong, because they don't know when we are going to find them. They know that we are watching them. And while we do not have too great a staff, they don't know where we are going to strike and where we are going to find them. So, in this sense, the farm labor contractors are, if not on the way to heaven, at least behaving themselves.

Enforcement of Child Labor Laws

"Another area which has received a great deal of attention is child labor. I have been concerned greatly about this problem because the very concept of the child labor laws is under attack. You find so many people believe the canard that the child labor laws are preventing the employment of young people and thus leading them into juvenile delinquency.

"I want to say that there is nothing in the child labor law that will prevent a person from hiring a young person unless that employer intends to take advantage of that young person. But there is nothing wrong with prohibiting kids from working after 10:00 o'clock at night. There is nothing wrong in prohibiting them from working in hazardous occupations. And there is nothing wrong in protecting their

health and education. Anybody who says that that is wrong means wrong to our American youth!

"In the old area of child labor laws we have moved to increase our investigation and our enforcement practices. There are some new departures that we have set out on. Members who are in the entertainment industry will be particularly interested that we have extended the rules and regulations governing the employment of minors in motion pictures to the entire field of entertainment. Today, where we found that there was a breakdown in this regulation of the motion picture industry because television was having lower standards, now we have uniform standards and we have uniform acceptance.

"I want to take this opportunity to thank the delegates from the entertainment unions for their cooperation in bringing about this enforcement.

"We have been very concerned with the hazardous occupations in which our young people have been working, and we are going to hold some hearings in order to amend and strengthen the administrative code provisions prohibiting occupations of minors in different industries so they will be safeguarded against losing their legs, and losing their arms, and sometimes losing their lives.

"We could not wait for the general hearings to take place, because we became aware that many of the people engaged in agriculture were being sickened and in some cases had lost their lives because they were working with poisonous germicides and insecticides. We therefore utilized the only power immediately available to us. Under the general statutory authority that we have, we have prohibited the employment of minors under the age of 16 where they will come in close contact or work with poisonous germicides and insecticides.

Employment Agencies and Imported Domestic Workers

"Another area where we have been very active is in the regulation of the employment agencies. As you probably know, we have been in the front pages of the Los Angeles papers for a while. There was a bit of a scandal about certain employment agencies which have been specializing in importing domestics. They bring the girls from the high quota countries in Europe and have them out here hired by people in their homes to work as domestic workers. We found widespread misrepresentation, but I must be frank with you and tell you that there was misrepresentation on all sides.

"Over in Europe there are a number of young girls who have not heard that Nelson Rockefeller is out of sons to marry, and so they still want to come over here to see what they can find in the way of a young heir. They were given the impression that if they came out here and worked as domestics, all they would have to do was a little light baby-sitting (and the age of the baby wasn't given), that they could get their fare paid over here, and of course they felt that they would live a life of ease here.

"Employers, on the other hand, were very anxious to get what they considered European drudges—girls who, not knowing anybody here, wouldn't mind working seven days a week and wouldn't care how many hours they worked, because they had nothing to do anyway. Of course they didn't have to be paid much, because what would they spend it on? We found that some of the employment agencies didn't mind at all serving as brokers in this mutual deception. They misrepresented to the employer about the girls wanting to work and being experienced workers; they misrepresented to the girls about the life of ease they would have, and took money wherever they could get it.

"We started investigating this when it became pretty evident that there was a pattern. We began by bringing charges against one employment agency. We filed an accusation, set up administrative procedures to deny or revoke his license, and at the same time we filed criminal charges for violation of the Labor Code. That operator was supposed to appear in court on the 10th of August. However, he was unable to appear in court because he was busy doing a little island-hopping in the Caribbean. He couldn't keep the date but he didn't send his regrets.

"The court issued an urgent invitation to him that whenever he comes back to the United States, to drop around. They called that 'invitation' a bench warrant. And they asked in his R.S.V.P. to put up $5,000 bail.

"We are now investigating a number of other agencies doing this, and I am pretty sure we are going to hold some more hearings. Here, too, I will be able to say that I don't know how many employment agencies specializing in bringing in domestics will be left when we are through, but those that are left will be doing an honest job, because if they are not, they won't be there.

Employment Agency Regulation

"This points up the general problem of the regulation of employment agencies. I have made it clear to the employment agencies many times that I am not in office to destroy them. If they observe the law, perform the services for which people are paying them, then they are not going to have any problems with us at all. However, I see things like tie-ins. I see some agencies that have a tie-in with a loan-shark operation. And I don't like it. I see other agencies that try to sell insurance to job applicants. I see agencies that are tied in with travel agencies. Where we can find clear-cut evidence of this, we consider it a violation of the Labor Code and we act against it.

"I find problems of misrepresentation in advertising. No agency that misrepresents a job or does not tell the job applicant what the fee is to be and what the pay is to be and what kind of a job it is, is going to be granted a fee by this Division of Labor Law Enforcement.

"We have required that when the agency sends a job applicant out, the fee must be stated in dollars.

"There is only one concept we have, and that is that no person looking for a job in California and going to an employment agency is going to be victimized if we can help it.

"We are looking for some new tactics, because of our shortage of staff, in finding ways of preventing violations of the law. We know that we can't be all over at all times, and so we started something which, under the influence of Madison Avenue, we call 'Operation Dragnet.'

"We take groups of our investigators from every part of the state. We put them into a task force. (You see how Madison Avenue my talk is getting.) And we swoop down on a specific area and we go through every business establishment; if it is an agricultural area, we find every farm labor contractor that is out and we check for every possible violation of the Labor Code; and when we find the violations, we go to court with them. The resulting publicity has been very effective, and we know that once we have been through an area it will be some time again before there are widespread violations of the Labor Code.

Enforcement of Vacation Pay

"The last time I spoke to you I talked about a major steel company that had decided not to pay vacation pay to their strikers. I told you at that time that we had an understanding with this particular company that they would pay for vacations that had been scheduled, and that this had been what we thought would be an established practice. I also mentioned that there was at least one other steel company that had to be looked into.

"I am happy to report that that steel company did come before us, and vacation pay was collected for the strikers who had had their vacations scheduled.

"Then, during the packinghouse strike, we were able to do the same thing for the packinghouse workers; the strikers who had vacations scheduled were paid.

"Then, up north, we ran into a very large national corporation that took the same old position: They were not going to give vacation pay to strikers and let them have money to help them stay out on strike!

"We argued with them, and they said: 'You will have to sue us.'

"Our answer was: 'Sue hell! We're going to prosecute.'

"So they said: 'What do you mean, you are going to prosecute? Why go for the criminal complaint for not paying vacations?'

"And we said: 'It is our belief that if you owe the vacations to the workers and you don't pay them, it is a crime.'

"Then the next question was: 'Well, our officers are all in New York. Who are you going to file against?'

"We told them: 'Give us a chance. We'll find somebody.'

"And so they paid.

Wages and the Law

"I want to talk to you very briefly about wages — what 'wages' are and how they stand under the law. I think we all know that in law 'wages' are a special kind of thing. For instance, if a man gives a check that comes back for insufficient funds or anything else, it is not a crime; but if he gives a bad check with insufficient funds to pay wages, it is a misdemeanor. If a man agrees to pay for something and then doesn't pay, there may be some civil suits, somebody may be damaged, but you can't have him arrested and you can't have him jailed or fined.

"But if he agrees to pay a certain wage, then wilfully refuses to pay it, and he is able to pay it, then it is a crime. He can be arrested; he can be convicted, sent to jail or fined.

"There is only one place where wages apparently don't have this special position, and that is when it comes up against taxes. I don't think anybody in a responsible position will argue against the collection of taxes. I certainly agree that we cannot have an ordered society unless taxes are collected and unless that society's organizations have the ability to function.

"However, I cannot stand seeing wage earners deprived when an employer makes an assignment to creditors or goes bankrupt where the federal taxes come in first, where some state taxes come in first, and administrative costs come in; and the worker, instead of getting his pay as the law guarantees to him, is deprived. There is nothing left for the worker's preferred claims. The claims may be preferred, but they are not preferred enough.

"I would like to commend this to you for your consideration. I would like to call this problem to the attention of the incoming executive council, because it is a very serious matter.

"The federal taxes have the priority and many state taxes, too. I submit that this is not what was intended in law, and this is not, in the name of justice and good morality and good sound economic thinking, what ought to be the practice.

"I want to tell you how happy I am to be here. I want you to know that in our Division of Labor Law Enforcement we have a high morale, we have a group of fighters, and with the support that we get from the labor movement and from the general public I can assure you that we are going to continue to fight on behalf of the working people."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Ballot Propositions

Proposition No. 1—California Water Resources Development Bond Act.

Recommendation: Vote NO.

Resolution No. 97—"Defeat State Water Bond Program."

The committee report:

"The subject matter of **Proposition No. 1** and **Resolution No. 97** is identical; namely, the recommendation of a NO vote on Proposition No. 1.

"The executive council's recommendation on Proposition No. 1 is: Vote NO.

"The committee recommends concurrence in this recommendation, and further recommends that **Resolution No. 97** be filed."

A reading of the printed argument opposing Proposition No. 1 was then begun by Chairman Small.

A motion by Delegate M. E. McGeary, Electrical Workers No. 569, San Diego, that the reading of the argument be suspended, and that only a brief summary of the argument be read was accepted by President Gruhn.

Delegate V. Collins, Auto Workers No. 216, Southgate, spoke in favor of the motion.

The question being called for, the motion was put to a vote and was carried.

A reading of the brief summary of the argument followed, at the conclusion of which debate on the committee's recommendation to concur in the recommendation to vote NO on Proposition No. 1 began.

Opposing the recommendation were the following delegates:

Ralph B. Bronson, Operating Engineers No. 12, Los Angeles.

Oliver H. Williamson, Operating Engineers No. 526, San Diego.

Supporting the recommendation were the following delegates:

Lawrence Sargenti, Machinists No. 653, Fresno.

M. A. Walters, Electrical Workers No. 1245, Oakland.

Loyd M. Myers, Building and Construction Trades Council, Fresno.

W. J. Bassett, Los Angeles County Federation of Labor.

Jesse H. Macias, Cement Masons No. 627, Los Angeles.

John L. Donovan, Printing Specialties and Paper Products No. 388, Los Angeles.

Morgan E. Whitaker, Retail Clerks No. 324, Long Beach.

A motion calling for the previous question was made by Delegate Juanita McDougle, Culinary Alliance No. 681, Long Beach, and was carried.

President Gruhn then put the question, after which he stated that the "Ayes" appeared to have it.

Delegate V. Collins, Auto Workers No. 216, Southgate, requested a roll call vote.

President Gruhn, stating that a roll call vote must be requested by 150 delegates,

announced that there were not that many delegates so requesting.

The vote on the motion was therefore announced by the President: the motion to support the committee's recommendation to vote NO on Proposition No. 1 and to file **Resolution No. 97** had been adopted.

Chairman Small resumed the report of the Committee on Resolutions on the ballot propositions.

Proposition No. 2—Terms of Assemblymen.

Recommendation: Vote NO.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 3—Disabled Veterans' Tax Exemption.

Recommendation: Vote NO.

Proposition No. 11—Veterans' Tax Exemption.

Recommendation: Vote YES.

The committee report:

"The subject matter of these propositions is similar; namely, veterans' tax exemptions.

"Your committee recommends a concurrence in the recommendation of the executive council as to each of these propositions since under the rules applicable to these propositions, the one receiving the highest vote only becomes law.

"Since Proposition No. 11 is superior to Proposition No. 3, your committee agrees with a recommendation of a NO vote on No. 3 and a YES vote on No. 11."

Delegate George A. Papp, Carpenters No. 1913, Van Nuys, opposed the committee's recommendation.

The committee's recommendation was adopted.

Proposition No. 4—Terms of Office.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 5—Compensation of Legislators.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 6—Assessment of Golf Courses.

Recommendation: Vote YES.

Resolution No. 258—"Vote YES on Proposition No. 6."

The committee report:

"The subject matter of the recommendation on the ballot proposition and the resolution is identical; namely, a YES vote on Proposition No. 6.

"Your committee accordingly recommends concurrence in the recommendation of the executive council, and further recommends that **Resolution No. 258** be filed."

The committee's recommendation was adopted.

Proposition No. 7—Chiropractors.

No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 8—Eligibility to Vote.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 9—Claims Against Chartered Cities and Counties.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 10—Administration of Justice.

Recommendation: Vote NO.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 12—Constitution: Eliminates Obsolete and Superseded Provisions.

No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 13—District Courts of Appeal: Appellate Jurisdiction.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 14—Street and Highway Funds: Use for Local Grade Crossing Bonds.

Recommendation: Vote NO.

The committee recommended concurrence.

The committee's recommendation was adopted.

At this point, a motion by Secretary Pitts to suspend the rule requiring a recess at 5:00 p.m. was duly seconded and adopted.

Proposition No. 15—Senate Reapportionment.

No recommendation.

Resolution No. 164—"Vote NO on Proposition No. 15."

The committee report:

"The subject matter of the executive council's recommendation on this proposition and this resolution is concerned with the attitude of the Federation with respect to Proposition No. 15.

"Your committee recommends concurrence in the recommendation of the executive council, and further recommends that **Resolution No. 164** be filed since it is inconsistent with the recommendation of the executive council."

Debate ensued.

Opposing the committee's recommendation were the following delegates:

George Johns, San Francisco Labor Council.

Harlan Savage, Oil, Chemical and Atomic Workers No. 128, Long Beach.

Robert S. Ash, Alameda County Central Labor Council, Oakland.

Frank White, Steelworkers No. 1069, South San Francisco.

Daniel F. Driscoll, Fire Fighters No. 798, San Francisco.

Chester R. Bartalini, Bay Cities District Council of Carpenters, San Francisco.

Gunnar Benonys, California Department of Industrial Relations Employees No. 1031, Sacramento.

Supporting the committee's recommendation were the following delegates:

W. J. Bassett, Los Angeles County Federation of Labor.

Jesse H. Macias, Cement Masons No. 627, Los Angeles.

Mae Stoneman, Waitresses No. 639, Los Angeles.

Joseph F. Eberle, Boilermakers No. 92, Los Angeles.

George E. O'Brien, Electrical Workers No. 11, Los Angeles.

George B. Roberts, Los Angeles County Federation of Labor.

Fred Adams, Carpet, Linoleum and Soft Tile Layers No. 1247, Los Angeles.

Delegate Frankie Behan, Waitresses No. 48, San Francisco, moved the previous question, which carried.

Delegate John L. Donovan, Printing Specialists and Paper Products No. 388, Los Angeles, requested the chair to ask if there were 150 delegates who would stand and request a roll call.

Secretary Pitts then proposed a division of the house, with the understanding that if the result were not satisfactory, a roll call could then be requested.

Delegate Donovan stated: "We accept the division of the house, rather than the roll call."

A division of the house was then had, at the conclusion of which President Gruhn announced the result: Aye—361; No—285.

The committee's recommendation to concur in "No recommendation" on **Proposition No. 15** was therefore adopted.

Session Continued

Secretary Pitts proposed that the convention remain in session for a little longer and consider the large number of resolutions as yet unreported, rather than recess for dinner and then return.

Delegate Gunnar Benonys' motion, duly seconded, to adjourn until Friday morning was lost.

Vice President Bassett's motion to remain in session until 7:30 p.m. was adopted.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Resolution No. 49—"Variety Artists' Juvenile Delinquency Program"; **Resolution No. 145**—"Program to Combat Juvenile Delinquency"; **Resolution No. 254**—"Program to Combat Juvenile Delinquency."

The committee report:

"The subject matter of these three resolutions is similar: namely, the develop-

ment of a program suggested by the American Guild of Variety Artists and the American Federation of Musicians to combat juvenile delinquency.

"The committee recommends that the third Whereas of **Resolution No. 254** be amended by changing in line 2 the word 'for' to 'of.'

"As so amended, your committee recommends concurrence in **Resolution No. 254,** and further recommends that **Resolutions Nos. 49** and **145** be filed."

The committee's recommendation was adopted.

Resolution No. 169—"Sponsor Youth's Useful Projects (YUP)."

The committee report:

"The subject matter of this resolution is concerned with the establishment of Youth's Useful Projects by the Federation throughout the entire state of California, with their full sponsorship by the Federation.

"Needless to say, your committee is convinced that extensive planning and substantial financing would be necessitated by any such program. Your committee accordingly believes that the resolution should be filed and the subject matter referred to the incoming executive council for study."

The committee's recommendation was adopted.

Resolution No. 143—"Support Community Chest, United Crusade and other Federated Fund-Raising Drives."

The committee report:

"Your committee recommends concurrence, but wishes to note that in accordance with the requirements of recent federal legislation, it is desirable to insure that such contributions are not prohibited by the provisions of the constitutions of any of the affiliates."

The committee's recommendation was adopted.

Resolution No. 6—"Commend A. E. Albertoni, I.A.F.F., Vice President, 10th District."

The committee report:

"While your committee personally believes that the individual mentioned in this resolution may well be worthy of commendation, your committee is convinced that congratulatory resolutions of this type are not properly the subject matter for action by this convention but, rather, by the appropriate agencies of the Federated Fire Fighters with which he is associated.

"Your committee notes that no such resolution has ever before been entertained or acted upon by the convention of this organization, and accordingly believes a bad precedent would be set by initiating such action at this time.

"Your committee, accordingly, while wishing every continued success to Brother Albertoni on his retirement from active participation as an official of the laobr movement, recommends the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 12—"Assist Fire Fighters' Legislative Program."

The committee report:

"Your committee recommends that the last two Resolveds be stricken; and as so amended, recommends concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 13—"Assist Fire Fighters' Organization Programs."

The committee report:

"Your committee recommends that the last two Resolveds be stricken, and as so amended, recommends concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 152—"Retain Six Percent Differential For Pacific Coast Shipyards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 153—"Oppose Scrapping of Surplus and Obsolete U. S. Ships in Foreign Lands."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 168 — "Increase Shipbuilding in Private Yards in California."

The committee report:

"The subject matter of this resolution is concerned with a massive mobilization and mailing program to be initiated and carried through by the Federation, including 'mailing letters to every registered voter in the state.'

"Aside from any discussion of the merits of the resolution, your committee is convinced that this Federation is certainly without the necessary finances to implement such a program, and accordingly recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 10—"Support Organization of Public Employees"; **Resolution No. 148**—"Support Organization of State Employees."

The committee report:

"The subject matter of these resolutions is similar; namely, support of the program to organize public employees.

"Your committee recommends that the Resolved of **Resolution No. 10** be amended by striking in lines four and five the words 'provide their all-out support' and inserting the words 'assist wherever possible.'

"As so amended, your committee recommends concurrence in **Resolution No. 10**; and further recommends that **Resolution No. 148** be filed."

The committee's recommendation was adopted.

Resolution No. 178—"Government Agencies Awarding Contract Work to Non-Licensed Contractors."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 179—"Fringe Benefits for Members in Employ of Public Agencies."

The committee report:

"Your committee recommends that the second Resolved be stricken in its entirety; and as so amended, recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 180—"Salaries of Deputy Labor Commissioners."

The committee report:

"The subject matter of this resolution is concerned with the request for the active support of a minimum salary increase of $250 per month for the California deputy labor commissioners.

"Your committee believes that the desirability of such action should be studied by the incoming executive council in order to determine not only its individual propriety, but what additional related activity might be warranted with respect to other classifications.

"Your committee accordingly recommends this resolution be filed and that the subject matter be referred to the incoming executive council for study."

The committee's recommendation was adopted.

Resolution No. 273—"Oppose Civil Service Status for L. A. Metropolitan Transit Authority Employees."

The committee report:

"Your committee recommends that the last Resolved be stricken, and as so amended, recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 50—"Register and Vote in Coming Election"; **Resolution No. 231**—"Register and Vote in November Election."

The committee report:

"The subject matter of these resolutions is similar: a reactivated registration program.

"Your committee recommends concurrence in **Resolution No. 50**, and further recommends that **Resolution No. 231** be filed."

The committee's recommendation was adopted.

Resolution No. 257—"Commend and Support Registration Program."

The committee recommended concurrence.

On motion by Delegate Les Prairie, Communications Workers No. 9506, Southgate, the deadline for registration to vote was changed from September 16, as stated in the resolution, to September 15.

The committee's recommendation to concur in **Resolution No. 257**, as amended, was adopted.

Resolution No. 55—"Abolish House Un-American Activities Committee"; **Resolution No. 59**—"Dismiss House Un-American Activities Committee."

The committee report:

"The subject matter of these resolutions is similar; namely, condemnation of the so-called Walter Committee.

"Your committee recommends concurrence in **Resolution No. 59**, and further recommends that **Resolution No. 55** be filed."

The committee's recommendation was adopted.

Resolution No. 85—"Occupational Health and Radiation Safety Training."

The committee report:

"The subject matter of this resolution is concerned with educational programs involving training in occupational health and radiation safety.

"Aside from the merits of such a program, it is to be noted that the committee believes that it is desirable for the incoming executive council to study and determine what courses of training or institutions of learning should be specified; and your committee is not in a position to say those specified in this resolution are the best.

"The committee recommends that the subject matter be referred to the incoming executive council and that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 240—"Regulation of Private Employment Agencies."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 246—"Civil Service Apprenticeship Program Under Established Standards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 236—"Priority of Wage Claims Over Tax Claims in Insolvency Situations."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 219—"Reaffirm Endorsement and Support of the Jewish Labor Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 47 — "Support Italian-American Labor Council."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 48—"Reaffirm Support of Histadrut"; **Resolution No. 94**—"Fraternal Greetings to Histadrut."

The committee report:

"The subject matter of these resolutions is similar; namely, the extension of fraternal greetings to Histadrut.

"Your committee recommends concurrence in **Resolution No. 94**, and further recommends that **Resolution No. 48** be filed."

The committee's recommendation was adopted.

Resolution No. 44—"Reaffirm Endorsement of CORO Foundation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 45—"Reaffirm Support of NAACP, Community Service Organization, and Jewish Labor Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 46—"Commend Labor ORT."

The committee recommended concurrence.

The committee's recommendation was adopted.

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation reported for the committee as follows:

Resolution No. 3 — "Compulsory Time Clocks and Time Cards."

The committee report:

"At the request of the committee, the sponsors of this resolution appeared before it and were advised that in the minds of the committee the results required here could best be obtained by individual negotiations, since most of the affiliates were, in fact, opposed to compulsory time clocks and time cards.

"Your committee accordingly recommends nonconcurrence in this resolution, but suggests to the incoming executive board that it consider the possibility of devising legislation which would more strictly require the maintenance of correct time records by employers.

"With this statement, the committee recommends nonconcurrence."

The committee's recommendation was adopted.

Resolution No. 5—"Pay Checks to Itemize Straight Time and Overtime Hours Worked"; **Resolution No. 32**—"Pay Checks to Itemize Straight Time and Overtime Worked."

The committee report:

"The subject matter of these resolutions is similar; namely, that pay check stubs or accompanying statements contain additional detail specifically indicating by items the amount of straight and overtime pay, fringe benefits, et cetera.

"The committee recommends concurrence in **Resolution No. 32**, and further recommends that **Resolution No. 5** be filed."

The committee's recommendation was adopted.

Resolution No. 209 — "Listing Fringe Benefits on Paycheck Stub."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 30—"Adjust Salaries of Department of Industrial Relations Personnel."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 82—"Right of Government Employees to Join Bona Fide Labor Unions."

The committee report:

"The committee recommends that the last Resolved in this resolution be stricken in its entirety; and as so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 84—"IWC Coverage For Women and Minors in Public Employment."

The committee report:

"The committee recommends that the second Resolved be deleted in its entirety.

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 93—"Collective Bargaining in Public Employment."

The committee report:

"The committee recommends that the last two Resolveds be deleted entirely, and as so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 217 — "Social Security Coverage For State Employees."

The committee report:

"The subject matter of this resolution relates to the coordination of state retirement benefits with federal O.A.S.D.I.

"The committee recommends that the balance of the Resolved in the fifth line after the words 'Social Security' be stricken and the following inserted:

> ... that the Federation seek the introduction of a bill at the 1961 session of the state legislature to protect the right of individual employees to coordinate their existing retirement system with the federal O.A.S.D.I. program; and that a copy of this resolution be sent to Governor Brown with the request that he support such a measure.

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 232—"Gear Public Employees' Retirement Allowances to Cost of Living."

The committee report:

"The committee recommends that the last Resolved be deleted in its entirety, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 243 — "Organizational Rights for Public Employees."

The committee report:

"The committee recommends that the last Resolved be stricken in its entirety; and as so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 244—"Organizational and Collective Bargaining Rights for Public Employees."

The committee recommended concurrence.

The committe's recommendation was adopted.

Resolution No. 270—"Collective Bar-

gaining Rights of Public Employees"; **Resolution No. 275**—"Organizational and Collective Bargaining Rights of Public Employees"; **Resolution No. 276**—"Organizational and Collective Bargaining Rights of Public Employees."

The committee report:

"The subject matter of these resolutions is similar; namely, organizational and collective bargaining rights of public employees.

"Resolutions already approving this principle have been concurred in by this convention; namely, **Resolutions No. 82, No. 92, No. 243,** and **No. 244;** accordingly, these late-filed resolutions are merely duplicative, and your committee recommends they be filed."

The committee's recommendation was adopted.

Resolution No. 67—"Require Payment of Prevailing Wage in Public Printing and Binding."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 188 — "Modify Labor Code provisions for Filing Prevailing Wage Scale."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 189 — "Fringe Benefit Payment by Public Agency."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 192—"Construction Work by Political Sub-Divisions."

The committee report:

"The sponsors of this resolution appeared before the committee and explained that the intent of the resolution is confined to employees actually employed by the governmental agencies in civil service.

"With such intent, your committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 199—"Payment of Prevailing Rates to Employees of Public Works."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 194—"Work on Public Property."

The committee report:

"With the consent of the sponsors, your committee recommends that the Resolved be amended by striking line 7 in its entirety and inserting the following:

... state or any political subdivisions or a...

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 202—"Publicly Owned Public Utility Coverage in Public Works."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 204—"Broadening Inclusion of Public Works Coverage."

The committee recommended concurrence.

The committee's recommendation was adopted.

Discussion of Printed Proceedings

Secretary Pitts requested an expression of opinion in regard to whether all convention debate and discussion should or should not appear in the printed proceedings.

Participating in the discussion which followed were the following delegates:

John L. Donovan, Printing Specialties and Paper Products No. 388, Los Angeles.

James W. Blackburn, Painters No. 256, Long Beach.

Claude L. Fernandez, Retail Clerks No. 428, San Jose.

W. J. Bassett, Los Angeles County Federation of Labor.

A motion that the entire discussion during the day's session be included in the printed proceedings was made by Delegate John F. Kelly, Web Pressmen No. 4, San Francisco, and duly seconded.

The motion was discussed pro and con by the following delegates:

John F. Kelly, the maker of the resolution; Joseph F. Eberle, Boilermakers No. 92, Los Angeles; George Roberts, Los Angeles County Federation of Labor; Joseph Iacono, Waiters No. 30, San Francisco;

Secretary Pitts; George Faville, Hospital and Institutional Workers No. 327, Eureka; James Waugh, Cannery Workers of the Pacific, Terminal Island.

Fred Yaeger, Southern California Conference of Allied Printing Trades Councils, Los Angeles, moved the previous question, which was adopted.

The motion to include verbatim all of the day's discussions in the proceedings was then put to a vote, and lost.

Adjournment

On motion by Secretary Pitts, the meeting was adjourned at 7:23 p.m. to reconvene at 9:30 a.m. on Friday, August 19, 1960.

FIFTH DAY

Friday, August 19, 1960

MORNING SESSION

The convention was called to order by President Gruhn at 9:47 a.m.

Invocation

President Gruhn presented the Most Reverend Edward L. Peet, pastor of the Central Methodist Church, who delivered the following invocation:

"O God, our Father of mankind, in whose will is our peace, in whose laws our discipline and in whose kingdom is our dwelling place, grant us at this time the benefits that come from a meeting of kindly light, that we may reap the benefits that we deserve and so that we may lighten the burdens of those who toil and reap a harvest of the good things of life.

"May the relationships of employer and employee in every part of life in every state of our land come to rest beneath the standard of a good conscience. For in this, will Thy name be honored, that the long-sought day of human brotherhood may quickly dawn.

"In Thy holy name we pray. Amen."

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation reported for the committee as follows:

Resolution No. 53—"Limit Private Employment Agency Fees"; **Resolution No. 60**—"Limit Private Employment Agency Fees."

The committee report:

"The subject matter of these resolutions is similar: namely, limitations on the fees charged by private employment agencies.

"Your committee recommends concurrence in **Resolution No. 60**, and further recommends that **Resolution No. 53** be filed."

The committee's recommendation was adopted.

Resolution No. 235—"Restrict Private Employment Agency Fees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 237—"Referrals by Private Agencies to Jobs Covered by Union Shop Agreements."

The committee recommended concurrence.

Delegate Claude L. Fernandez, Retail Clerks No. 428, San Jose, spoke in support of the committee's recommendation.

The committee's recommendation was adopted.

Resolution No. 16—"Revise Child Care Centers' Fee Requirements."

The committee report:

"Your committee recommends that the third and fourth Whereases be deleted in their entirety, and, as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 76 — "Mandatory Aid Standard For State Relief Program."

The committee report:

"Your committee recommends that the first Resolved be amended by inserting in line 5 before the word 'equal' the words 'at least'.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 79—"Abolish Citizenship Requirements For Public Assistance Eligibility."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 80 — "Standards For Public Social Work."

The committee report:

"As construed by the members of your committee, the objective of this resolution appears to be the introduction of legislation to request the State Department of Social Welfare to arrange various conferences with specified groups for the

purpose of developing certain basic programs.

"Your committee is convinced that if such conferences under such auspices are desirable, appropriate requests directed to such groups will accomplish the purpose of the resolution and that legislation is accordingly totally unnecessary. Your committee accordingly recommends the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 54—"Teachers' Job Security."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 70—"Collective Bargaining For Teachers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 173—"Create Teacher Placement Agency in Department of Employment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 15—"No Relaxation of Women's Eight-Hour Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 58—"Outlaw Polygraph Tests For Employees."

The committee report:

"In the sixth Whereas, your committee recommends the deletion of the word 'such' and the insertion of the word 'polygraph'.

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 88—"Support Agricultural Workers."

The committee report:

"Your committee recommends the deletion in the last Resolved of the third subsection in its entirety. The reason for this suggestion is that your committee is convinced that there is no need for any more committee studies since, at this late date, the needs and corrections are certainly well-known by any well-intentioned individual and that all that remains is prompt corrective action.

"As so amended, however, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 89—"Protection of Consumer Interests."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 92—"Reaffirm Position on California Water Resources Development Bond Act."

The committee report:

"The subject matter of this resolution is concerned with the overall position of the Federation with respect to the problem of water resources development in the State of California. Your committee believes that the Federation has been outstanding in its position in this regard which has been stated forcefully by it frequently.

"Your committee accordingly believes that this position is more accurately reflected in **Statement of Policy XIV, Water Resources Development,** and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 98—"Uniform 10-Day Pay Period."

The committee report:

"The sponsors of this resolution appeared before your committee, but after hearing from them, your committee was convinced that the adoption of a uniform pay period would cause more detriment than benefit and that steps should be taken by this affiliate first to accomplish by negotiations its desired result under the framework of the existing law requiring payments to be made at least semi-monthly.

"Your committee accordingly recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 99 — "Prohibit Tuition Fees in Adult Schools."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 134—"Automobile Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 167—"Aid To Distressed Industries."

The committee report:

"Your committee recommends that wherever reference in this resolution is made to 'State Industrial Commission,' it should be corrected to read 'State Department of Employment', and in this regard, specifically directs attention to the first and fifth Resolveds.

"With such amendments, however, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 170—"Ban Issuance of Anti-Labor Injunctions."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 174—"Holidays Falling on Saturdays To Be Observed on Fridays."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 196—"Preference Bidding By California Bidders."

The committee recommended concurrence.

The committee's recommendation was adopted.

Greetings and Messages

Secretary Pitts read the following telegrams of greetings to the convention:

Greetings to the 1960 AFL-CIO Labor Convention. I trust your deliberations will bring forth better conditions for the men and women of our state who toil for a living and look to your leadership for the betterment of their condition. As one who asked for your endorsement in the primary and carried your banner to a successful nomination for Congress in the 18th District I respectfully urge that the convention give great thought to the progressive platform of the Democratic Party and particularly to those who have carried your endorsement successfully and can win in November with your all out support. My personal regards to those with whom I am personally acquainted and may this convention become noted for its achievements and sincere and equitable deliberation. Yours for victory.

D. PATRICK AHERN, Candidate for Congress, 18th Congressional District

At the regular meeting of Carpenters Local Union Number 1815 on August 16th 1960 it was moved, seconded and carried to go on record as being opposed to the action of the executive board regarding the proposed water bill.

Best wishes for the success of this convention.

E. QUIGLEY, Recording Secretary

Telegram on Proposition No. 1

Secretary Pitts continued:

"I have another telegram which somewhat disturbs me. As a result, I sent to the office in San Francisco for a copy of a letter which had been written in response to a previous communication. However, because this telegram is addressed and written in the fashion that it is, I feel it is necessary to bring it to the record of the convention."

(The telegram follows):

Not having received the opportunity promised by you and others to be heard prior to committee or convention action on Proposition 1, I now ask that you present this message to the convention delegates: I respectfully urge the delegates to this labor convention to reject the executive committee recommendation and to give full support to the state's water development program. Endorsement of Proposition 1 by organized labor, as well as by every other major element of our economy, is absolutely necessary in the interest of the future of California. Not only is this of tremendous importance to my area, but it is of specific importance to the people you represent. Our economy cannot prosper without new water development. Without such development a ceiling will be placed on our economic future. And this new water development is only possible if Proposition 1 passes in November. Defeat it and you defeat yourselves. No alternative method for effective water development is available to us. "Unjust

enrichment" and other problems concerning us have been or will be solved. Present administrative policies and contract principles even now being adopted should satisfy all but the most doctrinaire antagonist. A fair price differential based upon ability to pay and benefits received has been adopted. And the water program made possible by Proposition 1 will not only support a population increase of over five million, but will produce two million new jobs. These jobs will be lost if you are instrumental in negating California water development. It is further contemplated that the program will yield $12 billion in additional income, and support $34 billion in new investments. I have worked long and hard, and so have you and many of your members to make possible this tremendous development in California; it would be indeed a tragedy if ill-advised convention action were to now kill the hopes of all our people.

SENATOR RICHARD RICHARDS

The secretary then stated:

"The reason, delegates, that I have sent for the letter is so there will be no misunderstanding. I have been accused in the telegram of not providing an opportunity which Senator Richards said I had promised him. I will therefore read to you the letter that I wrote on June 17, 1960, addressed to the Honorable Richard Richards, State Capitol, Sacramento, California:

"Dear Senator Richards:

"This will acknowledge your recent letter, in which you give us the benefit of recommendation of the Federation's Speyour views concerning the report and cial Committee on Water adopted unanimously by the Executive Council of the California Labor Federation at a San Francisco meeting March 3-4, 1960.

"I sincerely appreciate your taking the time to communicate them to this office. Please be assured that they will be given every consideration by our Executive Council in submitting its recommendations to the Sacramento convention of the California Labor Federation.

"With best wishes and kindest personal regards, I remain

Sincerely yours,
THOS. L. PITTS
Secretary-Treasurer"

Secretary Pitts then continued:

"I did not anywhere in the letter promise to Senator Richards that he would have an opportunity to be heard prior to the committee or the convention action on Proposition No. 1. I could not, therefore, let the statement in this telegram stand as it was written and addressed to this convention.

"The communication which he did send to us, we have had, and you have heard my reply of July 17th. The Executive Council, in arriving at its conclusions, and in setting forth the statement they presented to this convention, which was acted upon yesterday, took into consideration every single item that had been suggested by Senator Richards in this instance.

"This information is for the record, and I think necessarily must be there."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Resolution No. 68—"Assist L. A. Printing Trades' Information Program on Anti-Union Policies of L. A. Times & L. A. Mirror."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 52—"Boycott Sears Roebuck"; **Resolution No. 149** — "Support Sears, Roebuck Boycott"; **Resolution No. 239**—"Join Boycott Against Sears Roebuck."

The committee report:

"The subject matter of these resolutions is similar; namely, support of the Sears, Roebuck boycott.

"The sponsors of the resolutions, at the request of your committee, appeared before it to answer the committee's questions and explain the resolutions in detail.

"As a result of its review of the resolutions and the interview with their sponsors, the committee recommends that **Resolution No. 149** be amended by striking the second Resolved in its entirety, and that, as so amended, **Resolution No. 149** be concurred in to the fullest extent permissible under all applicable rules and regulations; and that **Resolution No. 52** and **Resolution No. 239** be filed."

The following delegates spoke in support of the committee's recommendation, and gave the history and background of the Sears' dispute:

Charles Barnes, Machinists No. 1327, San Francisco.

Leona Graves, Retail Department Store Employees No. 1100, San Francisco.

William Silverstein, Retail Shoe and Textile Salesmen No. 410, San Francisco.

George Johns, San Francisco Labor Council.

Irvin P. Mazzei, American Guild of Variety Artists, Los Angeles.

Ralph Bronson, Operating Engineers No. 12, Los Angeles.

A. B. Crossler, Retail Clerks International Association.

Peter Lallas, Waiters and Dairy Lunchmen No. 30, San Francisco.

M. A. Walters, Electrical Workers No. 1245, Oakland.

At Delegate George John's request, the following statement on Sears, Roebuck and Company, issued by the AFL-CIO executive council on August 16, 1960, was placed in the record of the convention:

Statement by the AFL-CIO Executive Council on Sears, Roebuck & Company

Chicago, Illinois
August 16, 1960.

The trade union movement is becoming increasingly concerned over the union-busting methods deliberately employed by one of the nation's largest merchandising chains, Sears, Roebuck and Company.

This is the outfit that put the notorious Nathan Shefferman into business. When Shefferman's illegal anti-union activities were exposed by the McClellan Committee, Sears publicly apologized and pledged it would never again resort to such tactics. Yet today it has intensified its aggressive war against unions on a nation-wide basis.

A specific case in point is the Sears store in San Francisco, where 262 union members were summarily fired after they declined to cross picket lines set up by the International Association of Machinists. These workers, who belong to the Retail Clerks, Building Service Employees, Office Workers and the Building Trades, had every right under their contracts to respect the picket lines of a sister union.

As another example, Sears, Roebuck in St. Louis tried to force a group of employees who were members of the International Brotherhood of Electrical Workers to give up their jobs and transfer their employment to a service company. When the workers refused and went on strike, Sears fired them and replaced them with strikebreakers.

In other locations, the management of Sears has refused to renew union-shop clauses in agreements with the Retail Clerks and has even rejected the modified union-shop provision accepted by its major competitor, Montgomery Ward.

The Executive Council is convinced that Sears, Roebuck and Company is engaged in a calculated and concerted effort to deprive its employees of their rights to union protection. We endorse the nation-wide consumer boycott of this company invoked by the San Francisco labor movement and the National Chain Stores Committee of the Retail Clerks International Union.

Beyond this, we pledge the full support of the AFL-CIO to the efforts of our affiliated organizations to fully organize the 729 retail stores and the 853 catalogue stores in the Sears, Roebuck chain. Only when this task of organization is completed will the employees of this giant corporation be assured of effective protection of their collective bargaining rights.

We urge all members of organized labor and their friends not to patronize Sears, Roebuck stores until management ceases to interfere with the self-organization of employees and until it demonstrates good-faith acceptance of union security clauses in its contracts.

Delegate Juanita McDougle, Culinary Alliance No. 681, Long Beach, moved the previous question, which was adopted.

The committee's recommendation to concur in **Resolution No. 149**, as amended, was thereupon adopted.

Report of Committee on Resolutions (resumed)

Chairman Small of the Committee on Resolutions resumed the committee's report:

Resolution No. 144—"Jurisdictional Raids by Certain So-Called Independent Unions."

The committee report:

"The subject matter of this resolution concerns the complicated problem of jurisdictional raids.

"Because of the complexity, your committee believes that the subject matter should be referred to the incoming executive council for study, and that the resolution be filed."

Delegate Lew C. G. Blix, Dental Technicians No. 99, San Francisco, spoke on the resolution.

The committee's recommendation was then adopted.

Resolution No. 251—"Jurisdictional Raids by Certain So-Called Independent Unions."

The committee report:

"The subject matter of this resolution, like the previous resolution acted upon by this convention, is concerned with jurisdictional raids. For the same reasons as previously mentioned, we believe the importance of this problem requires a study by the incoming executive council and accordingly recommend that the resolution be filed and the subject matter be referred to the incoming executive council for study."

The committee's recommendation was adopted.

Resolution No. 162—"Pay Days Every Other Week."

The committee report:

"The subject matter of this resolution is concerned with the establishment of a policy that payment of wages should be made every other week not later than the last work day in the second week.

"Your committee does not believe this is necessarily the best method of payment, and in fact many are now making weekly payments, and further believes the policy should be resolved by the respective affiliates in the manner which they believe best serves the interests of their membership.

"Accordingly, your committee recommends this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 163—"Compensation For Jury Duty."

The committee report:

"The subject matter of this resolution is the establishment, as a matter of policy, of the principle that employees should be paid for jury duty by their employers.

"While there are other resolutions dealing with proposed legislation, we believe the determination of this is a matter of policy only and should be a subject of collective bargaining and left with the respective affiliates so they may decide what they believe would be in the best interests of their memberships.

"The committee accordingly recommends the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 172—"Protest Non-Union Teachers Working Where Strike Is in Progress."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 21—"Mandatory Affiliation of Local Unions With Central Labor Bodies"; **Resolution No. 266**—"Mandatory Affiliation of Local Unions With Central Labor Bodies."

The committee report:

"The subject matter of these resolutions is concerned with the amendment of the national AFL-CIO constitution, compelling mandatory affiliation with central labor bodies by all affiliates of national and international unions and organizing committees.

"While your committee is convinced of the desirability of such affiliation, not only with local councils, but also with this Federation, and the full payment of taxes by such affiliates, it is convinced that this is a matter of resolution by the respective internationals and does not think it would be appropriate for this Federation to take this action compelling affiliation only with local councils.

"Your committee accordingly recommends that these resolutions be filed."

The committee's recommendation was adopted.

Resolution No. 263—"Aid Union Defense Committee for L. S. McDonald."

The committee recommended concurrence.

John L. Donovan, Western Conference of Printing Specialties Unions, and Fred Yaeger, Southern California Conference of Allied Printing Trades Councils, spoke in support of this resolution, outlining the history and background of the case.

The committee's recommendation was then adopted.

Chairman Small then announced that the report of the Committee on Resolutions had been completed. In addition to thanking the members of the committee, he expressed his appreciation to General Counsel Charles P. Scully for his assistance to the committee.

On motion by Chairman Small, the convention adopted the committee's report as a whole, and President Grhun discharged the committee with thanks.

A motion by Secretary Pitts to suspend the rule requiring a recess at 12 noon

was duly seconded and adopted, and the convention proceeded to the completion of its business.

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation reported for the committee as follows:

Resolution No. 100—"Transfer Certain Monies From U.I. Fund to U.D.I. Fund."

The committee report:

"The subject matter of this resolution calls for the introduction of legislation to provide for the transfer into the Disability Insurance Fund the employee contributions which were paid in the years 1944 and 1945 into the Unemployment Insurance Fund.

"As noted in **Statement of Policy V, Unemployment Disability Insurance, (a)**, there already exists sufficient statutory authority in regard to this matter and all that is necessary is for the director of the Department of Employment to request such transfer.

"While your committee at this time earnestly requests the director to make such transfer, no legislation is necessary and, accordingly, it is recommended that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 101—"Transfer Interest on Certain Monies in U.I. Fund to U.D.I. Fund."

The committee report:

"The subject matter of this resolution is concerned with the introduction of legislation to obtain the transfer into the Disability Insurance Fund of the interest earned on the employee contributions made in 1944 and 1945 into the Unemployment Insurance Fund.

"As noted, with respect to **Resolution No. 100**, such legislation is unnecessary and transfer can now be made administratively.

"While your committee recommends to the director of the Department of Employment that he makes such transfer immediately, no legislation is necessary and, accordingly, it is recommended that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 102 — "Clarify U.D.I. Benefit Payments."

The committee report:

"Your committee recommends that the Resolved be amended by striking in line 6 the words 'This is not payment of . . .' and inserting the words 'This is your unemployment disability benefit payment and is not a payment of . . .'.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 129 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 247—"Enact State Forand-Type Legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 260—'Pregnancy Covered by Disability Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 115 — "Unemployment Insurance Amendment"; **Resolution No. 166**—"Unemployment Insurance During Lengthy Strikes."

The committee report:

"The subject matter of these resolutions are similar; namely, what payment should be made to a disabled worker under the disability insurance program during the existence of a labor dispute.

"Your committee recommends that in the first Resolved of **Resolution No. 166**, in the last line, the word 'six' be changed to 'three' and, as so amended, your committee recommends concurrence in **Resolution No. 166**, and further recommends that **Resolution No. 115** be filed."

The committee's recommendation was adopted.

Resolution No. 17—"Freeze U.I. and U.D.I. Benefits For One Year After Industrial Injury."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 19—"Redefine 'Suitable Employment' For Unemployment Insurance Claimants."

The committee recommended concurrence.

The committee's recommendation was adopted.

Secretary Treasurer Thomas L. Pitts

President Gruhn recognized Secretary Pitts, who spoke to the delegates as follows:

"I am reluctant to take this amount of time, and particularly at this time, but I want to accommodate some of the people who have been extremely cooperative with us in the convention—these tireless workers from the press down here at the front end of this convention auditorium.

"I wish to commend at the outset the delegates at this convention for the splendid way in which they have conducted themselves, and the orderly fashion in which they have permitted us to carry out the business of the convention. I want to add a word of commendation for the local committee in Sacramento, which has worked long, hard and tirelessly for some time in advance of this convention to make all of it possible.

"Also, a word for the staff and personnel of the Federation, who worked extremely long and hard hours in preparing materials, statements and so forth, necessary to bring about this very wonderful convention of the California Labor Federation.

"Also the executive council. Those colleagues of mine on the executive council spent a great amount of time in trying to bring to you an orderly convention.

"This has been a great convention. The policy statements that have been adopted here, the resolutions that you have acted upon, and those yet to be acted upon, will have devised a great program on behalf of the labor movement in California; a program which will be heavy, yes, in legislative work, one which will again require many long hours in preparation, and then as it is produced on the floor of our legislature, many, many hours of the Federation's p e r s o n n e l will be needed in trying to put it through to a successful conclusion. It is a fine program, as I see it in its development in this convention.

"We have listened to a great number of speakers of important stature in our state, who brought messages that should be carried back to each and every one of our members by the delegates to this convention.

The California Agricultural Workers

"We have listened to the plight of the agricultural workers in California, and I think nothing could reach inside and touch the hearts of the delegates to this convention any more than the pitiful situation of the farm workers. We have heard the growers, and the associations they have brought into being as a result of the activities of the Agricultural Workers Organizing Committee, sound off about the perishable crops that must be harvested, and how they cannot afford the organization of these people.

"Yes, they have sounded off about their perishable crops, but not for one minute did they say to the people of the state of California and the nation that frequently crops perish by acts other than the acts of human beings.

"Certainly no great hue and cry goes up then over the perishing of such a crop, but my experience is that there are a great number of perishable human beings involved in the agricultural business in California, and when do we become so concerned about a perishing crop in preference to a perishing human being?

"When we looked at the agricultural workers who came to the platform of this convention, we didn't see many smiles on their faces. Their life is not one full of pleasantries. Their life is one of great struggle: families trying to raise children, and with little to raise them with; families trying to educate their children, trying to give them a little bit of a place in the sun, like the rest of the people in the United States enjoy; families who go into communities and are sometimes rejected by the communities. It is high time, indeed, that we began to do something about it for them.

"These are the p e r i s h a b l e human beings who are not being considered by our society in the fashion they are entitled to be considered. This is a great problem for our labor movement. It is our obligation to bring about, if we can, the opportunities and privileges for these people that they should enjoy. And I say to you, since you have given me the responsibility you have in this convention, that this Federation will continue to give every aid and assistance it possibly can to these people, to the end that they attain the place in the sun that we know can be theirs.

A Fighting Labor Movement...

"This labor movement in California has always been a fighting labor movement. It has been one that has never turned its back on a fight. Surely by virtue of our experience, we know that the only way we got our place in the sun was by long struggles, some of them very, very bitter.

"We can look at each industry in the state, and recall the days when in each of them there was a group of individuals who thought they had gathered unto themselves sufficient power to defy the rights of organized labor and keep the people in their industry down in the deep black depths they were in in those days. There were bitter struggles in virtually every industry; some of them so long ago that perhaps they are not too well remembered—at least, not too well remembered by the younger delegates and representatives who have come on into our trade unions.

"If the agricultural industry in this great state thinks it is any different from any other industry, it will find it is sadly mistaken, for I know that the California labor movement will combine its forces and demonstrate again that there is an obligation on the part of every industry to provide its employees with minimum standards of decency at least—and truly, in this industry, we do not have minimum standards of decency.

"So, as your executive officer, I say to you: go back, tell your people what these poor workers' problems are that you have learned about in this convention, and do the job that must be done for them. Let's educate the people of the state of California to the fact that a very sorry condition exists in California, one which is a shame and a disgrace and a real blot upon the state, and that this must be corrected.

"You have carved out positions in this convention on issues; issues which we can't just leave at the convention, saying, 'Oh, we made a fine statement.' This is not the way we have got the job done. The way we have got the job done in California has been by—after we leave our convention—going back to our offices to organize the program and bring it to the people of the state and show them that we mean business when we adopt a position on an issue. Since I am charged with the responsibility that I am, I say to you: when I return to the office of this Federation in San Francisco, a program will be devised to educate the people of California so that they will know why labor takes the position it does on major issues, such as the water problem in California.

"Along with these issues, we have before us another very serious problem in our state. This is the question of electing the kind of people to office who will respond to all desires of the working people in their districts.

1960 Election and Legislative Reapportionment

"Yes, we have been through many, many sessions of the legislature. I first came to the legislature as your representative in the 1951 session, and in that session, working in conjunction with our esteemed secretary, Haggerty at that time, I watched the state actually get cut up districtwise by a legislature less liberal than we would like to have had. They cut up these districts along the weirdest looking boundary lines you could ever witness. If you would look today at a map showing the Congressional districts and the Assembly districts in this state, it would be extremely difficult for you to understand why they couldn't have found more decent lines as the boundaries for those districts.

"It was done in order to preserve, if they could, a rather conservative operation in the state of California. Fortunately for the people in California, during this past almost ten years, there has been a great migration to our state. There have been explosive growths in certain areas and communities. This kind of a change actually created a new complex in the districts, and so you have seen, through the last eight or nine years, the election of person after person who replaced some of the more conservative people in our legislature and provided for all an opportunity of accomplishment.

"This coming year, in 1961, the legislature will again reapportion the state. If we do not put our energies into the campaign in this year of 1960 and do the necessary job of registering every human being that we can register, and then see to it that they all get to the polls on election day, we could find ourselves in 1961 again losing the opportunity of maintaining some liberal form of government in California which would respond to the wishes of the working people, as we are justly entitled to have them respond.

"This is an important thing that you must take back home with you. We must not forget for one single moment that

while we make all the gains we do on the economic front, by the loss of one big battle on the political front we may find the potency of the labor movement, if not destroyed, at least weakened sufficiently so that it will no longer be serving the purposes for which it was put together.

"Of course, we will do much so far as labor is concerned in our California Labor COPE convention in San Francisco next month. This is where we make the decisions in regard to the poliitcal campaigns, and I trust that all of you will be present in that convention, or at least your organizations will be represented there.

The Secretary's Responsibilities— A Pledge

"Now, to turn briefly to myself and my responsibilities to you and the workers of California.

"Nineteen years ago I first became a vice president of the old California State Federation of Labor. Never did I have an idea at that time that I would be coming someday to a convention and receive the great honor and privilege that the delegates in this convention have bestowed upon me. There is no greater honor anywhere in this land for man or woman than to be chosen by his fellow men as their chief officer in a labor movement such as we have in California. It has been a splendid movement. It has worked hard. In measuring up to the responsibilities which lie in this office, I want to pledge to you that the labor movement will still continue, and the Federation will still continue to be a fighting labor movement in the state of California. When we fight, we fight hard, sticking tightly to our principles and our ideals, and while some don't like to indulge in a fight—some like to be pacifist, and sometimes too peaceful—never let us forget in this labor movement that we didn't get here by the pacifist path. We got here by our willingness and courage and intestinal fortitude, and by the helping hand of many others in great fights and great struggles!

"I say to you that, as I travel about the state and the nation, and as I work in the halls of the legislature with our representatives and with the executive branches of our government, I will always conduct myself in a fashion that will reflect credit to the office, to the Federation and to all of the workers in the state of California.

"It has been a tradition within the labor movement in California that the chief executive officers have always reflected wonderfully well in the labor movement, and I will do nothing that will in any way or in any fashion change that long and wonderful history.

"I want to say to you that I am extremely happy; although weary, I am awfully happy. No man has been treated any finer. No man could be treated any finer than I have been treated by the delegates in this convention when they selected me for the position of secretary-treasurer of this Federation.

"I am deeply grateful to you. My wife is happy, and asked me to express to you the same appreciation. Now I will just carry on in the best old trade union fashion that I know how."

Report of Committee on Legislation

Chairman Bassett resumed the report of the Committee on Legislation:

Resolution No. 28—"Correct Inequities in Unemployment Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 36—"U.I. and U.D.I. Coverage For Employees of Non-Profit Organizations."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 103 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 104 — "Unemployment Insurance Amendment."

The committee report:

"The subject matter of this resolution is concerned with increasing the maximum weekly benefit amount payable under the Unemployment Insurance Act to $65.

"The committee notes that in **Statement of Policy IV, Unemployment Insurance, (b) (1)**, an increase to $70 is specified.

"Accordingly, the committee recommends that this resolution be filed since the subject matter is more adequately covered in **Statement of Policy IV.**"

The committee's recommendation was adopted.

Resolution No. 105 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 106 — "Unemployment Insurance Amendment."

The committee report:

"The committee recommends that the Resolved be stricken and that the following be inserted:

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to secure an amendment to Section 1085 of the Unemployment Insurance Code by striking subdivision (a) and inserting a new subdivision reading as follows:

"(a) All his workers and their status, i.e., employed, on lay-off or leave of absence"; and be it further

Resolved, That Section 1089 of the Unemployment Insurance Code be amended to insert after the second sentence of such section the following sentence: "Each employer shall immediately notify each employee of any change in his relationship with said employer and such employer's notification shall be prima facie evidence of the termination of the employer-employee relationship."

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 107 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 108 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 109 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 110 — "Unemployment Insurance Amendment."

The committee report:

"The subject matter of this resolution is concerned with the payment of the waiting period under the Unemployment Insurance program.

"Your committee notes that with respect to **Statement of Policy IV, Unemployment Insurance, (b) (3)**, a more liberal suggestion is contained than that embraced within this resolution.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 111—"Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 112 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 113 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 114 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 116 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 117 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 118 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 119 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 120 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 121 — "Unemployment Insurance Amendment."

The committee report:

"The subject matter of this resolution is concerned with an increase in the maximum weekly benefit amount and a rearrangement of the benefit schedule of the unemployment insurance program.

"Your committee believes that this subject matter is more adequately covered in **Statement of Policy IV, Unemployment Insurance, (b) (1)**, and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 122 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 123 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 124 — "Unemployment Insurance Amendment."

The committee report:

"The subject matter of this resolution is concerned with the elimination of the waiting period under the Unemployment Insurance Act.

"While your committee, of course, believes that the greatest liberalization possible should at all times be made in our so-called social insurance programs, your committee believes that the payment for this period as specified in **Statement of Policy IV, Unemployment Insurance, (b) (3)**, is more realistic and capable of accomplishment in that it provides payment for the waiting period if the unemployment exists beyond the seventh day of the waiting period.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 125 — "Unemployment Insurance Amendment."

The committee report:

"The subject matter of this resolution is concerned with the payment of disability insurance benefits to individuals during periods of a labor dispute.

"The committee notes that it will be necessary to repeal Section 2677 of the California Unemployment Insurance Code, but that in its repeal it will also be necessary to affirmatively insert a provision making the application of this disqualification resulting from the section in the unemployment insurance portion specifically inapplicable.

"Accordingly, with this statement, your committee recommends concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 126 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 127 — "Unemployment Insurance Amendment."

The committee report:

"Your committee recommends striking in the first Whereas, line 3, the words 'in 1941,' and striking in the third Whereas the words 'since 1941'; and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 128 — "Unemployment Insurance Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 150 — "Eliminate Exclusion of Non-Profit Hospitals and Institutions from Unemployment Insurance Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 175—"Freezing Disability and Unemployment Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 212—"U.I., U.D.I., Social Security Coverage For Employees of State and County Fairs and Expositions."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 214—"U. I., U. D. I., Social Security Coverage of Non-Civil Service Personnel Employed on Casual or Temporary Basis."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 241—"Improve Definition of Eligibility for U. I. Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 259—"Illegal Lie Detector Test as Disqualification for Unemployment Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 264—"Eliminate Inequities in Unemployment Insurance Code."

The committee report:

"The subject matter of this resolution is concerned with the liberalization of the unemployment insurance program.

"Since the subject matter is more accurately covered in both **Policy Statement IV, Unemployment Insurance,** and resolutions heretofore adopted by the convention, it is recommended that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 248—"Sick Leave Pay and U. D. I. Benefits."

The committee report:

"The sponsors of this resolution appeared before your committee and requested its withdrawal.

"Your committee recommends concurrence in such request."

The committee's recommendation was adopted.

Resolution No. 20—"Include Comprehensive Rehabilitation in Workmen's Compensation Law."

The committee report:

"The subject matter of this resolution, in the opinion of your committee, is a form resolution which has been distributed nationally, calling for the liberalization of various workmen's compensation programs in the respective states. This can be noted particularly when one reads that portion of the resolution contained in III, subsections (1) and (5) of the resolution, since such protection already exists in California.

"Your committee is further advised that, unlike most states, California does cover occupational diseases. Finally, your committee is convinced that with respect to the problem of rehabilitation, this subject matter is more satisfactorily covered in **Statement of Policy VI, Workmen's Compensation,** and accordingly, recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 226—"Rehabilitation of Injured Workers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 26—"Amend Disability Compensation Formula."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 86—"Nuclear Energy Development and Radiation Protection."

The committee report:

"The subject matter of this resolution is concerned with legislation dealing with safety and health programs arising from nuclear energy development and radiation protection.

"Your committee has been advised by the General Counsel of the Federation, with respect to the workmen's compensation portion of the resolution, that there is currently substantial protection under the existing law.

"With respect to the balance of the resolution, your committee notes that these involve problems of not only extensive research but, with respect to the last Resolved, is a matter than can be handled administratively without legislation.

"Accordingly, while concurring with the overall intent and objective of the resolution, your committee recommends that this resolution be filed and that the subject matter be referred to the incoming executive council for study and action."

The committee's recommendation was adopted.

Resolution No. 133 — "Comprehensive Vocational Rehabilitation Program."

The committee report:

"Your committee recommends that subdivision (1) in the Resolved be deleted entirely and the balance of the subdivisions be renumbered.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 136—"Workmen's Compensation Amendment."

The committee report:

"The subject matter of this resolution is concerned with the eliminating of the waiting period under the workmen's compensation program.

"While your committee is at all times desirous of all liberalizations which are practicable, your committee believes that in **Statement of Policy VI, Workmen's Compensation (d)**, this subject matter is more satisfactorily covered and proposes an amendment which is more capable of immediate accomplishment; namely, paying for the seven-day waiting period where disability exists the seven days.

"Your committee accordingly recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 137—"Workmen's Compensation Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 138—"Workmen's Compensation Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 139—"Workmen's Compensation Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 140—"Workmen's Compensation Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 141—"Workmen's Compensation Amendment."

The committee report:

"Your committee recommends that in the last line of the second Whereas the figure '60%' be deleted and the figures '61.725' be inserted.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 154—"Increase Time Limitations in Industrial Accident Commission Cases."

The committee report:

"Your committee recommends that the first Whereas be deleted in its entirety, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 155—"Free Choice of Doctors in Workmen's Compensation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 157—"Workmen's Compensation Benefits."

The committee report:

"The subject matter of this resolution is an omnibus resolution attempting to cover generally the overall liberalization of the many provisions of the workmen's compensation program.

"With respect to **Statement of Policy VI, Workmen's Compensation**, your committee notes that many of the items contained in this resolution are more liberally treated and that, in general, everything contained in this resolution is contained in this statement of policy.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 159—"Workmen's Compensation Amendment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 227—"Payment of Death Benefits Where There Are No Dependents."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 228—"Penalty For Delay In Compensation Payments."

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Bassett announced that the report of the Committee on Legislation was completed. He thanked the members of the committee and General Counsel Scully for cooperation and assistance in handling the large number of resolutions calling for the introduction of legislation.

On motion by Chairman Bassett, the convention adopted the committee's report as a whole, and President Gruhn discharged the committee with thanks.

Barbers' Legislative Program

Delegate Alvin L. Holt, Barbers No. 295, Los Angeles, offered the following motion:

"I move that the secretary of this Federation be authorized to assist the Barbers and Beauticians State Council in their legislative program during the 1961 session if, in his opinion, such legislation, when developed, is in harmony with the policies of the Federation."

The motion was duly seconded and adopted.

Installation of Officers

President Gruhn announced the installation of officers, with former Vice President James Blackburn as installing officer.

The oath was then administered to the following newly elected officers of the Federation:

President

Albin J. Gruhn

Secretary-Treasurer

Thos. L. Pitts

General Vice President

Manuel Dias

Geographical Vice Presidents

District No. 1—Max J. Osslo.
District No. 2—M. R. Callahan.
District No. 3A—William Sidell.
District No. 3B—Pat Somerset.
District No. 3C—George E. O'Brien.
District No. 3D—W. J. Bassett.
District No. 3E—J. J. Christian.
District No. 3F—James L. Smith.
District No. 4—Robert J. O'Hare.
District No. 5—Wilbur Fillippini.
District No. 6—H. D. Lackey.
District No. 7—C. A. Green.
District No. 8—Thomas A. Small.
District No. 9A—Morris Weisberger.
District No. 9B—Arthur F. Dougherty.
District No. 9C—Chris Amadio.
District No. 9D—Newell J. Carman.
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—Harry W. Hansen.
District No. 15—Hugh Allen.

Vice Presidents at Large

Area A—Robert R. Clark.
Area B—DeWitt Stone.
Area C—Edward T. Shedlock.
Area D—Herbert Wilson.
Area E—Jerome Posner.
Area F—E. A. King.
Area G—Emmett P. O'Malley.
Area H—Sam B. Eubanks.
Area I—G. J. Conway.

President Albin J. Gruhn

President Abin J. Gruhn spoke to the delegates as follows:

"As the new president of this Federation, I wish to take this opportunity to thank all of the various convention committees, the sergeants-at-arms, the local committees, who did their work so well.

"I wish to thank all of the delegates at this convention for the charitable way in which you handled me in my first experience of chairmanning a convention as president of this Federation. I really appreciate it very much.

"I had some other remarks to make, but after listening to our secretary-treasurer, our executive officer, I can only echo the things that he has already stated to you.

"I know that this Federation will be a

fighting federation for the rights of the working men and women of this state, for the welfare and the interests of the people. And I will do everything, as I said before, I can possibly do to assist our secretary in the great burden that he has as executive officer of the Federation.

"I hope that during the ensuing days and months it will be possible for me to get around to various parts of the state and get better acquainted with our affiliated organizations, find out what your problems are and assist you in every way possible.

"I shall say this in closing: I hope you have enjoyed this convention; I hope that it has inspired you to go home and do the job that is necessary to bring results in accordance with the actions of this convention.

"I wish you God speed and a safe journey to your homes."

Adjournment

Thereupon, at 1:43 p.m., Friday, August 19, 1960, the third convention of the California Labor Federation, AFL-CIO, was concluded.

STATEMENTS OF POLICY

Submitted by the Executive Council of the California Labor Federation, AFL-CIO

Labor actions are founded on membership attitudes and principles.

To the end of shaping such attitudes and stating such principles, the Executive Council presents the following policy statements to the 1960 convention.

DIGEST

I FULL EMPLOYMENT AND THE ECONOMY

(a) As the culmination of the near-stagnant rate of economic growth during the Eisenhower years, another recession inspired by tight money and penny-pinching "budget-balancing" policies appears to be in the making for 1961 on the basis of key economic indicators, such as a 5.5 per cent June rate of unemployment, the decline of the real purchasing power of weekly wages, depressed economic activity in crucial areas of the economy, administered pricing practices, and the impact of short-sighted application of automated processes.

(b) To achieve full employment and a rate of economic growth of about 5 per cent annually for the nation, organized labor stresses the need for reversal of tight money policies, assertion of federal initiative in getting urgently needed programs off the ground, and a more equitable sharing in the fruits of our rising productivity.

(c) In view of the deep deterioration of public service facilities as a result of the complacency encouraged by the Eisenhower Administration's attempt to elevate private gain to the position of our foremost national value, organized labor calls for a national soul-searching and rededication to a national goal of a more balanced development of our resources utilizing the principles of sound municipal, metropolitan and regional planning.

Adopted, pp. 26-27.

II TAXATION

(a) The new Administration and Congress taking office in January 1961 must reverse the trend toward increasingly disproportionate and burdensome federal taxes borne by American workers by closing the many loopholes permitting wealthy individuals and corporations to escape their fair share of taxes.

(b) The reorientation of California's regressive tax structure, which at present places the main burden of taxation upon the lower income groups through its reliance principally upon sales and other consumer levies, constitutes a major target of California labor's legislative program.

Section (a) adopted as amended, Section (b) adopted, p. 27.

III LABOR LEGISLATION

(a) The restoration of a semblance of bargaining equality for working people, to assure a healthy balance in the distribution of the fruits of America's advancing productivity, requires the repeal of both the Taft-Hartley and the Landrum-Griffin Acts and their replacement by legislation based on the principles contained in the Wagner Act, together with the enactment of an anti-corruption measure designed to prevent corruption in labor-management relations without undermining the bona fide functions of unions.

(b) The application of the principles of democratic determination of collective bargaining representation demands repeal of California's so-called Jurisdictional Strike Act and the enactment of a measure establishing the procedure for the implementation of organizational and collective bargaining rights in intrastate commerce.

(c) The basis for denial to millions of workers of even the most modest wage and

hour protections under the federal Fair Labor Standards Act in present day America is beyond labor's conception. We reaffirm our dedication to extending coverage to the more than 20 million working people now excluded, to raise the minimum wage level to $1.25 an hour, and to update the Fair Labor Standards Act's 40-hour work week provision so that all workers enjoy a standard seven-hour day and 35-hour week.

(d) A state Fair Labor Standards Act providing a minimum wage of $1.25 an hour for all workers in California is a top priority requiring positive action from the state legislature in 1961.

Adopted, pp. 27-28.

IV UNEMPLOYMENT INSURANCE

(a) Based on the experience of the 1958 recession, followed by continuing high rates of unemployment and economists' predictions now of another recession in 1961, it is urgent that Congress act to establish minimum federal standards which will ensure operation of this social insurance program to accomplish its basic purpose.

(b) In keeping with the responsibility assumed by California in establishing an unemployment insurance program under the tax incentive provisions of the federal Social Security law, irrespective of the needs for improved federal standards, we call upon the 1961 session of the legislature convening in January to correct major deficiencies in the California program by the passage of legislation which would:

(1) Increase, within a liberalized benefits schedule, the maximum weekly benefit payment from $55 to $70.

(2) Provide additional benefits for dependents at the rate of $5 per week for the first dependent and $2.50 for each additional dependent within a maximum total dependency allowance of $20.

(3) Provide for the payment of the one-week "waiting period" on a retroactive basis to workers who are unemployed for more than one week.

(4) Establish a maximum 39-week duration period within the basic benefit structure on a permanent basis without regard to the level of unemployment.

(5) Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, employees of non-profit organizations, and of city, county and state government.

(6) Abolish "merit rating" or "experience rating" as a system of financing unemployment compensation alien to the concept of a social insurance program.

Section (a) adopted, pp. 28-29; Section (b) adopted as amended, p. 29.

V UNEMPLOYMENT DISABILITY INSURANCE

(a) As recommended for unemployment insurance, the maximum weekly benefit should be increased to $70, with additional benefits for dependents at the rate of $5 per week for the first dependent, and $2.50 per week for each additional dependent, limited by a $20 maximum for dependency benefits.

(b) The waiting period for all disability spells lasting more than one week should be compensated on a retroactive basis, and completely eliminated in the case of accidents.

(c) Full disability insurance coverage should be extended to all wage and salary workers presently excluded, including agricultural and domestic workers and employees of non-profit organizations, and of city, county and state government.

(d) Unemployment disability insurance should be extended to any injury or illness caused by or rising in connection with pregnancy.

(e) In the alternative that Congress does not act on the urgent need to provide health care for the aged as a matter of right, based on the social insurance principle within the federal Old Age and Survivors and Disability Insurance program, the California Labor Federation, AFL-CIO will press for the establishment of such a program at the 1961 session of the California legislature under the state disability insurance program by the establishment of a separate fund

financed by a one per cent tax on covered employer payrolls, for the provision of comprehensive health care for persons over 65 who have retired from covered employment, such health care to cover both in-patient and out-patient medical care.

Section (a) adopted as amended, p. 67; Sections (b) (c) (d) and (e) adopted, pp. 67-68.

VI WORKMEN'S COMPENSATION

(a) The most serious gap in the California workmen's compensation program, the lack of rehabilitation training benefits, must be closed by the 1961 session of the state legislature by amendment of the state program to provide 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, to be financed by a 10 per cent allocation of employer workmen's compensation premiums into a rehabilitation fund.

(b) The wage-loss compensation standard established in the California workmen's compensation program since 1914 should be permitted to operate through the range of incomes of injured workers without the present rigid limits of $52.50 and $65 on the maximum weekly benefit amount for permanent and temporary disabilities respectively, subject only to the requirement that such weekly benefit payments not exceed an amount of $150 per week to prevent the exhaustion of workmen's compensation funds by high-salaried executives.

(c) In addition to the basic weekly benefit amount, provision should be made in the workmen's compensation program for the payment of dependency benefits at the rate of $5.00 per week for the first dependent, and $2.50 for each additional dependent, subject to a maximum of $20 on total dependency benefits.

(d) The seven-day waiting period should be compensated on a retroactive basis whenever the disabling injury extends beyond the duration of the waiting period.

(e) In cases when industrial injury causes death, indemnity benefits should be paid to the dependent spouse until death or remarriage, with additional benefits for other dependents, thus eliminating the arbitrary character of the present limitation placed on the duration of death benefit payments.

(f) To accomplish full coverage under workmen's compensation, provision must be made for mandatory extension of protection to domestic servants.

(g) Vast liberalization of the life payments for permanent disability ratings deserves the full consideration of the state legislature.

(h) Full freedom of choice of doctors should be permitted under workmen's compensation.

(i) In order to prevent profiteering on the injuries of workers, the procedures for establishing workmen's compensation insurance premium rates should be revised so that minimum rates established by the Insurance Commissioner are based on no more than the loss experience of the State Compensation Insurance Fund.

Sections (a) and (b) adopted, p. 68; Section (c) adopted as amended, p. 68; Sections (d) (e) (f) (g) (h) and (i) adopted, pp. 68-69.

VII AGRICULTURAL LABOR

(a) The near-feudalistic condition of American farm labor, covering the entire scope of social and economic conditions ranging from wages to education and housing, has been brought about by dual standards of public policy and a national moral callousness toward an important segment of our labor force. Masquerading in the garments of family farmerism, the corporation farm interests have perpetrated a hoax upon the American people resulting in the exemption of farm workers from standard socio-economic legislation together with the creation of government-sponsored wage-cutting and strikebreaking sources of imported workers.

(b) Organized labor hails the recent brilliant successes of AFL-CIO's Agricultural Workers Organizing Committee in its campaign to organize agricultural labor. The solidarity of the farm workers themselves, as demonstrated so dramatically

during their successful effort to maintain the wages and conditions negotiated by AWOC in California's crop harvests thus far, must now be met by a similar display of support from the main body of California labor if the grower offensive now being mounted is to be repulsed.

(c) Although the achievement of collective bargaining rights nailed down into contractual form is by far the most important single measure of prevention against the human misery caused by the miserable conditions forced upon agricultural workers, organized labor will intensify its efforts to obtain effective action in order to secure for farm labor the benefits of standard socio-economic legislation as well as the drastic reform and gradual abolition of the foreign labor importation program.

Adopted, pp. 69-70.

VIII SOCIAL SECURITY

(a) The abysmal void facing our 16 million senior citizens as a result of the conclusive failure of voluntary programs to meet their compelling health care needs can only be filled through the enactment of a Forand-type program of prepaid health care under the Social Security System with financing provided through a payroll tax shared equally by employers and employees.

(b) The extremely unrealistic income levels of OASDI beneficiaries demand extensive improvements in benefit and coverage provisions, as well as adjustment of severe inequities through increasing the contributory wage base from $4,800 to $6,000 annually along with a rise in the employer and employee contribution rate as necessary.

(c) California labor, recognizing the basic shortcomings of voluntary medical care programs, reaffirms its support nationally for comprehensive prepaid medical care legislation, and dedicates itself on the state level to revitalizing the drive launched under former Governor Warren for a state health care program.

Adopted, pp. 76-77.

IX SOCIAL WELFARE

(a) Organized labor calls for comprehensive improvements in our public assistance programs coupled with elimination of residence requirements and the easing of restrictions regarding the source of need as factors in eligibility.

(b) The labor movement in California pledges full utilization of its resources to defeat the barbarous and unconscionable threats to child welfare posed by the recently accelerated efforts to discredit and weaken the Aid to Needy Children program.

Adopted, pp. 77-78.

X CIVIL RIGHTS

(a) The weakness of the Eisenhower Administration and the overriding importance of equality of opportunity for all Americans demands from organized labor our most concerted effort yet to win the fully American way of life for ALL our people, and to eliminate the high moral, social, economic and political price which the nation is being forced to pay at home and abroad for the continued toleration of widespread practices of discrimination, segregation, disfranchisement and other denials of civil rights to minority groups.

(b) Organzed labor demands state and federal action to prevent the continued subversion of American ideals regarding the family home and the undermining of the community's economic and spiritual health through any discrimination in California against minorities in the field of housing.

Adopted, p. 107.

XI HOUSING

(a) The continuing decline in housing activity, in the face of mounting shortages caused by population growth and banker-oriented monetary policies of the

Eisenhower Administration which have excluded the bulk of low and middle income families from the housing market, threatens the moral fibre and the economy of the nation.

(b) Organized labor warns against the threat of a serious recession in 1961 unless an emergency housing measure is immediately enacted by Congress along with an omnibus long-range federal housing program to assure meeting the nation's housing requirements by 1975 through construction of 2.3 million dwelling units annually, including: (1) housing on terms realistically designed to bring up to 700,000 more moderate income families into the market annually; (2) at least 200,000 low cost public housing units on either a rental or ownership basis; and (3) a variety of other programs indispensable to comprehensive programming to meet the nation's housing needs.

(c) California labor calls upon Governor Edmund G. Brown to seize upon the climate for action created by his recently-held statewide conference on housing, and to immediately convene a special state housing commission, representative of state and community housing experts, the homebuilding industry, organized labor, and other consumer interests and representatives of the general public, for the specific purpose of developing coordinated state programs to be submitted to the 1961 session of the legislature, with emphasis placed on the needs of low and moderate income families.

Adopted, pp. 107-108.

XII EDUCATION

(a) The dismaying discrepancies between our educational needs and our public school system's shortcomings in terms of quantity and quality of facilities and teaching staff, further compounding solution of the impatient problems confronting America and the rest of the world, can be overcome only through the enactment of a comprehensive federal aid to education measure calling for school construction, improvement of teacher salaries, and scholarship opportunities as broad in conception as were contained in the G.I. Bill of Rightts.

(b) While pressing for the enactment of an adequate federal aid to education program, and the application of the ability to pay principle to state and local taxes, organized labor will continue in the mainstream of active support of our state school system with practical methods of financing California's schools as well as other programs designed to maintain the highest standards of education.

(c) Public exposure of the hypocritical character of the 1958 "right to work" campaign and the climate that produced the Landrum-Griffin Act have re-emphasized the growing importance to workers of sustained labor education activities aimed at effectuating our economic and social programs and cooperation with other consumer-oriented organizations toward combating the causes and effects of administered inflation.

Adopted, p. 108.

XIII INTERNATIONAL AFFAIRS

While supporting every practical effort to eliminate atomic weapons testing and production, together with reduction of armaments under effective inspection, California labor recognizes the necessity for maintaining adequate military resources to deter the Soviet menace and any potential aggressor nation, and the fullest implementation at home and abroad of the finest elements in the American heritage of liberty and equality of opportunity as the only certain route to peace, prosperity and freedom for all the world's people.

Adopted, pp. 112-113.

XIV WATER RESOURCES DEVELOPMENT

California labor reaffirms its support for maximum and integrated development of the state's water and power resources in accordance with firm policies which assure the most economic and financially feasible method of developing a limited resource, which secure and protect the rights of workers, and which ensure the widest possible distribution of benefits of such development.

Adopted, p. 113.

I

FULL EMPLOYMENT AND THE ECONOMY

(a) As the culmination of the near-stagnant rate of economic growth during the Eisenhower years, another recession inspired by tight money and penny-pinching "budget-balancing" policies appears to be in the making for 1961 on the basis of key economic indicators, such as a 5.5 per cent June rate of unemployment, the decline of the real purchasing power of weekly wages, depressed economic activity in crucial areas of the economy, administered pricing practices, and the impact of s h o r t-sighted application of automated processes.

The anti-labor big business offensive culminating in passage of the Landrum-Griffin Act a year ago has for the moment redirected its primary concentration into the collective bargaining arena. One of the principal supporting actions in this assault upon unions has been the continuation of the publicity campaign to label the most modest demands for improvements, and even existing contractual provisions, as "dangerously inflationary."

Management's growing hostility at the bargaining table is being coupled in many industries with increasingly vigorous efforts at the plant level to negate wage increases by downgrading jobs, increasing workloads, and lowering incentive earnings through the use of arbitrary and abusive management techniques.

In this drive to destroy the foundations underlying the principles of industrial democracy, one of the prime targets has been the emasculation of existing work rules. The steel and railroad industries have been the main battlegrounds on this issue during the past year. The baseless nature of the attempt to undo some of the economic gains won by workers in these two industries is underscored by Department of Labor statistics indicating that since 1947 productivity in steel had risen 50 per cent by 1959 and 55.5 per cent in railroading by 1958.

Recent acceleration of the steady rise in productivity further discredits these efforts. The Bureau of Labor Statistics has reported that recent gains in productivity throughout the economy topped the average experienced over the past 13 years. Productivity gains last year for the non-farm economy as a whole were between 4.2 and 4.4 per cent compared to an average of slightly over 3.0 per cent annually during 1947-59. The greater productivity of workers was reflected in the 7.2 per cent gain in industrial production between 1958 and 1959 despite a rise of only 2.8 per cent in the total number of hours worked. The momentum continued as factory production in the early months of 1960 rose twice as rapidly as employment.

These higher productivity levels failed to bring about price reductions or any significant real gains in the purchasing power of workers' pay checks. Benefits from productivity gains under these circumstances accrued mostly to the 5.7 per cent of all our families owning two-thirds of all corporate stocks.

The shortsighted frontal attacks upon labor are the products of an obstinate unwillingness on the part of top management to concede the major contributions organized labor has made to our economic vitality. Generally, they remain blind to the almost universal public recognition of labor's major role in greatly strengthening the national well-being through the achievement of job and income security as a result of its legislative and collective bargaining activity.

Management's grasping approach, dictated by the demand for ever higher dividend payments, appears to render it indifferent to the fact that the long-term health of the economy is dependent upon balanced purchasing power. Nor does there appear to be an awareness of the fact that union organization has brought with it the stabilization of labor relations and the acceleration of technological advancement by industries no longer capable of prospering on a foundation of cheap labor together with obsolete plant, equipment and distribution methods.

The rosy proclamations that greeted the gross national product's surpassing the half-trillion dollar mark earlier this year smacked largely of wishful thinking. Actually, the current "boom" has never lived up to its advance billing and at this juncture appears to be worn out. The **New York Journal of Commerce** recently reported, "The economy seems to be close to being on dead center."

An extraordinarily heavy i n v e n t o r y build-up in 1959 caused the economy to enter 1960 on a wave of rising production. To a considerable degree, however, sharp productivity gains cancelled out the effects of the high production level and left a heavy residue of unemployed workers.

Sales failed to materialize according to expectations, and since February most lines of economic activity have been tapering off. The record-level total of 61.4 million non-farm jobs in May was robbed of much of its glow by the persistence of a 4.9 per cent rate of unemployment.

As 2.2 million youngsters moved from schoolrooms into the job market in June, unemployment high-jumped by almost a full million over the 4.4 million level and accounted for 6.1 per cent of the labor force. Seasonally adjusted, this was equivalent to a 5.5 per cent rate of unemployment. Factory production and maintenance jobs actually were down 210,000 from the year before.

This staggering waste of our national resources is also reflected by the statistics on joblessness over the past decade. During 1951-53, we experienced an average rate of unemployment of only 3.1 per cent or 2.0 million workers. In 1958, unemployment averaged 6.8 per cent or 4.7 million. For 1959 and the first five months of 1960, it averaged 5.4 per cent or 3.8 million members of the labor force.

The slight rise in factory workers' average work week to 40.0 hours in June 1960 was somewhat smaller than the normal May-June increase. Average weekly earnings rose only 43 cents above those of June 1959 to $91.60. Almost 27 per cent of those unemployed in May had been out of a job for at least fifteen weeks. Close to half of these had been unemployed for at least half a year.

The void separating the average working man from top management is clearly reflected in a Chamber of Commerce spokesman's recent assertion that seasonal unemployment represents "freedom to pursue an occupation of one's own choosing."

The consumer price index edged upwards slightly during May and rested at a new high level of 126.3 nationally. This was 2.3 points higher than the year earlier level. It left the average industrial worker's real purchasing power only slightly improved over its 1955 level, having risen during that period from $62 to $63 weekly in terms of 1947-49 dollars. Thus, while the nation's wealth has undergone a relatively vast growth, major segments of our population have found very little of it reflected in their earnings.

As measured in 1947-49 dollars, the latest available statistics indicate that spendable average weekly earnings of manufacturing workers nationally were down to $57.58 in April compared to $59.03 a year earlier.

In California, unemployment jumped to 325,000 in June. This was 39% higher than the year-before level. The rate of unemployment during that twelve-month period rose from 3.8 per cent to 5.1 per cent of the labor force.

The latest general statistics available for California are for May when the average hourly earnings of the state's factory workers rose to a new high of $2.61. This was up 2 cents from April and 8 cents from May 1959. The manufacturing work week rose slightly to 39.7 hours. Average weekly wages rose from $102.05 in April to $103.62 in May, but were down 10 cents from December 1959. Non-farm jobs rose to almost 4.8 million, but represented a slight decline on the seasonally adjusted index of employment for the month.

In the seven years preceding May 1960, expansion of the U. S. civilian labor force by 5.4 million was accompanied by the creation of only 3.4 million more jobs. To make matters worse, full-time jobs rose by only 300,000 since 1953 as a result of an actual decline of 500,000 such jobs over the last three years. To top it off, part-time employment offering no more than 34 hours weekly became the lot of some 3.2 million additional workers over these seven years.

As usual, the most severe impact of these employment conditions fell upon minority group members. The Department of Labor's analysis of the employment picture in May revealed that joblessness affected 9.0 per cent of non-white workers as compared to 4.4 per cent of white persons in the labor force. Nor was the achievement of the half-trillion dollar gross national product of any comfort to the 9.6 million families or "consumer units" receiving less than $2,000 in annual incomes during 1958. Less than $1,000 annually was earned by 3.7 million of these families.

At the other end of the economic ladder, developments were equally routine. A new high in corporation profits of almost $48 billion before taxes for 1959 was only the latest in a long succession of banner years. On an after-tax basis, corporate profits rose from $18.9 billion in 1958 to $24.5 billion last year. The after-tax profits of our 2,000 leading manufacturers amounted to a phenomenal 11.6 per cent of their net assets.

For the nation's 500 largest industrial corporations, **Fortune** reported a record volume of both sales and profits during

1959. Sales rose 11.6 per cent over 1958 while profits soared 25.1 per cent. This was accomplished in the face of a rise of only 6.5 per cent in the labor force of these firms. For companies well advanced along the road of automation, employment actually declined in many cases despite a rise in both sales and profits.

The disparity between our economy's ability to produce and to consume was also visible between 1953 and 1959 in the almost 60 per cent jump in after-tax profits and depreciation allowances of corporations as compared with the modest rise of little more than 30 per cent in after-tax personal income.

There were other indicators of a troubled future by mid-1960 other than the 5.5 per cent rate of unemployment and the depressed purchasing power of wages. During the final week of July, the **Wall Street Journal** indicated housing was off 16 per cent during June as compared to a year earlier. The seasonal upturn in railroad freight loadings was reported not as steep as anticipated due to "listless business conditions." As Congress recessed, the appliance industry was deeply involved in the lay-off process.

Another sign of difficulties was the slowed-down tempo of business investment. The large decline in machine tool orders from $34.8 million in May 1959 to $26.8 million a year later, is one reflection of this slow-down. This particular industry is considered one of the more sensitive barometers of the expected rate of industrial expansion. The decline would have been more impressive had it not been for a $9 million boost in foreign orders for machine tools in May 1960 as compared to a year earlier.

The lack of balance between our production and our consumption abilities underlying this economic lag is dramatized by the situation in the basic steel industry. After a strike of almost four months last year, high-level operations at about 96 per cent of capacity lasted for three months into mid-February. During that brief period, shortages were eliminated while large inventories were stock-piled. Production declined severely and reached an eleven-year non-strike low of 42.2 per cent of capacity over the Fourth of July holiday week. Late July operating schedules had recovered to only slightly above 50 per cent of capacity and most industry leaders were forecasting an operating rate no more than 5 per cent higher during August. These operating levels spell heavy unemployment and part-time unemployment to steelworkers who lack a cushion similar to the steel corporations' ability to administer prices at levels guaranteeing a profit even when production is below 50 per cent of capacity.

The steel industry's condition is only a pronounced example of the condition of industry generally. Moreover, the steel industry tends to forecast the situation in other industries by 6 to 10 months. Overall, almost 20 per cent of our total industrial capacity is idle at the present time. These are some of the factors contributing to the widespread belief amongst economists that a serious recession is in store for the nation in 1961. With the level of unemployment hovering around 5 per cent even at the height of the economy's activity in recent years, we have also been warned that any recession taking off from such a point will strike deeper and longer into the ranks of the employed labor force.

Tight Money

This dangerous condition has been nurtured by the Eisenhower Administration's tight money policies and its penny-wise but pound-foolish attitude towards programs sorely needed by our people and the economy. Although there are many anti-inflation weapons available to the government, such as an onslaught against administered pricing practices, the Administration has relied preponderantly upon the high interest rate approach. The tight money policy's effect, during a period when the economy was badly in need of a shot in the arm, was to further reduce consumer purchasing power by raising prices. (Our policy statement on housing discusses in detail the impact of such higher interest rates on the construction industry and on monthly payments for a new home.) It would appear that the only price rise that does not bother the Administration very much is the higher cost of borrowing money.

During the current session of Congress, the Administration has continued its quest for higher interest rates on long-term government bonds. The further cost involved for taxpayers in this banker-oriented proposal can best be judged by the record already written by the tight money program during recent years. This record reveals that interest payments on the national debt have mushroomed by almost 100 per cent since 1947, although the debt itself has grown by only 9 per cent. The beneficiaries of this burden borne by the average citizen were primarily the nation's banks whose profits over the decade

ending in 1959 skyrocketed by 135 per cent.

A thorough study of the significance of the interest rate increases transpiring between 1953 and 1959 pegs their cost at $5.6 billion to all levels of government and $17.5 billion to individuals and business establishments. The aggregate additional cost to the entire economy for 1960-65 was placed at $62.6 billion if current policies persist. This would break down into $19.8 billion for government and $42.8 billion for private borrowers. Conversely, this would entail an equivalent reduction in consumer spending, home construction, capital improvements by state and local governments, and a continuing squeeze upon small business.

Nor have the Administration's "budget-balancing" intentions met with any more impressive success. Our interest-bearing national debt rose from $260 billion in 1952 to $285 billion by 1959. Average annual deficits from 1954 to 1960 were three and a half times as great as those incurred during 1947-53.

Economic Growth Stagnates

But these losses have been relatively incidental compared to the price the nation has paid through our virtually stagnant rate of economic growth. Our total national production of goods and services has risen only slightly more than our population expansion during the Administration's tenure in office. Our population growth of almost 1.8 per cent annually during 1953-59 was accompanied by an average rise of only 2.3 per cent a year in our total production. On a per capita basis, the Eisenhower years have meant a snail's pace growth of only 6/10 of one per cent annually. As a result, they have failed to yield the added margin of production necessary to meet our domestic and foreign needs adequately.

This performance of near-stagnation throughout the Eisenhower years stands in sharp contrast to the 4.7 per cent average yearly rate of economic growth compiled during 1947-52. Per capita national total production averaged about 3.0 per cent during this earlier period, or five times the rate realized in the past seven years.

After examining the Eisenhower Administration's economic policies, the staff report of the Congressional Joint Economic Committee published at the end of 1959 concluded that "the present set of policy tools applied with the objective of keeping prices stable" is responsible for the slowdown in economic growth. The report declared that, "The amount of growth that was surrendered, for what at best was a small gain toward stabilizing the price level, was very large."

To have reasonably utilized manpower and other production resources, another economic study estimated that a growth rate of close to five per cent would have been needed during 1953-59. Its failure to meet this standard was estimated to have cost the nation at least $218 billion in national wealth. This loss to the average family was around $3,500, while governmental units had to forego about $65 billion in additional revenues. The study forecast a loss of some $470 billion to the nation during 1960-65 should the rising interest rate policy's momentum be continued. The average family's share of this loss would be $6,500, while public revenues would be reduced by $125 billion.

If this rate of economic growth were to be maintained into the future, the prospects are even more ominous. The next decade will see an unprecedented expansion of our labor force by the entrance of 26 million young workers. After allowing for individuals retiring from the labor force, an annual average increase of 1.35 million civilian jobs will be needed to accommodate this expansion. Over the past decade, we have averaged under 800,000 new jobs annually. Unless the rate of economic growth undergoes substantial improvement, this spells serious trouble ahead, particularly when it is viewed together with the increasing role to be played by automation.

Automation

We are today in the midst of a second industrial revolution. Initiated by automated processes, it will be augmented soon by other scientific and technological innovations, including the application of atomic and solar energy to industry.

Although automation carries with it the promise of unprecedented abundance, its uncontrolled application up to this time has deposited more in the way of grief in the laps of working people. In many industries, it has greatly swelled corporation profits, while transferring workers from the production line into the unemployment compensation office. Its impact upon employment, along with the frequent transfer of the new facilities to other areas, has virtually devastated the economy of many communities. Unless programs to assure that automation will take place in an orderly and constructive

manner are developed, the future threat of violent fluctuations in employment and production can hardly be exaggerated.

The true dimension of automation's potential was set forth bluntly by Deputy Minister J. S. Band of Ontario Province in his remarks accompanying release of a governmental report on automation in Canada:

"Within the next decade automation in industry will possibly displace four out of five industrial workers through the development and use of robot machinery."

Those who entertain illusions that automation will automatically create new jobs for replaced workers will be further sobered by the recent **Harvard Business Review** report of an extensive survey performed by Dr. Ida R. Hoos. This investigator spent two years studying the impact of office automation in the San Francisco area and found that five jobs were eliminated for each one brought about through office automation.

Contrary to general opinion, many experts believe that automation's impact on white collar employment may be even greater than its effect upon the production line.

While it is true that automated processes have thus far been installed primarily at the production level, they have recently become an increasingly important factor in offices and merchandising. A recent General Electric advertisement suggests the portent of things to come:

"For example, take the warehousing function common to packaged-goods producers. Latest General Electric systems provide complete automation from identification of each unit as it reaches the warehouse, through dispatching to storage, to automatic order picking. In addition, any desired degree of automatic control of inventory building and production can be built-in to maximize savings."

Consumers Short-Changed

This past year has been replete with revelations of practices adversely affecting the consumer in such diverse activities as advertising, radio and TV, drug pricing and installment credit. There has been ample evidence of conflict of interest on the part of officials appointed to positions of public trust. Offensives have been unleashed against the authority of the Food and Drug Administration and the Department of Agriculture's consumer protection programs. Powerful interests have attempted to generate momentum for the enactment of a federal "fair trade" law which would raise consumer prices, limit production and retard development of new merchandising methods.

Another major area where consumers are skinned is the deliberate use of inferior materials and rapid model changes in a planned program of obsolescense. Such practices inevitably mean higher initial prices for a product and more frequent subsequent outlays of funds. A reversal of these practices would mean lower prices, higher living standards and more jobs in the long run.

Consumer interests have suffered under the heavy influx of Eisenhower appointees into the federal regulatory agencies. Scandals have also cropped up in the areas of weights and measurements. It has been estimated that short-weighing practices on butter alone are gouging American consumers to the tune of $25 million annually.

Small Business

Working people had to learn the hard way their complete helplessness in attempting to receive a fair shake from an impersonal corporation when they dealt with it on an individual basis. It is therefore natural enough that we would appreciate and sympathize with the competitive problems confronting small businessmen seeking a basis for survival in a business world dominated by these same corporations. We are deeply concerned over the fact that while everyone talks emphatically about protecting small business, more and more of such enterprises fall by the wayside daily, unable to compete with the bigness that seems to have permeated our economy. This bigness was commented on recently by **Harper's Magazine:**

"Economic power is concentrated in the hands of 200 corporations, and this trend shows no signs of abating."

It is high time that we began countering some of the practices of bigness which adversely affect not only small businessmen, but consumers and workers as well. The most important of these practices is that of arbitrarily administered prices in many basic industries dominated by a few giant corporations.

In basic industries such as steel, the great bulk of the money for plant and equipment expansion has come recently, not from risk capital furnished by private investors, but from consumers of the prod-

ucts of those industries as a consequence of administered pricing.

Aside from its obvious effect upon all consumers, it has a similar significance for small businessmen contending with the competitive pricing of the market place. This group is finding it impossible today to compete for badly needed capital outlay funds under conditions where it must go to an increasingly more expensive money market under the Eisenhower Administration's tight money policies, while more and more of our industrial giants are availing themselves of interest-free funds obtained from consumers through administered pricing practices. This is becoming a vicious circle in which such interest-free capital outlay funds are subsidizing increased efficiency for the large corporations and thereby enlarging the competitive disadvantage of small business.

The consequences of this situation are written all over the nation's recent bankruptcy record. Business failures in 1959 stood at 51.9 for every 10,000 firms as compared to only 14.3 in 1947. Over 90 per cent of these failures involve small business establishments with liabilities under $100,000.

Despite a long tradition in this nation favoring government encouragement of small business and opposition to monopolistic tendencies, double standards leaning in the other direction have gained an increasingly stronger foothold in recent years. There is much evidence indicating that small business has been discriminated against in the awarding of government contracts. Major tax loopholes and the like have been widened in behalf of the top level corporations.

As representatives of consumers, labor has long recognized that small business must remain a significant factor in the economy if any semblance of competition is to survive. The apathy and complacency afflicting most of our population regarding the implications involved for the nation in the unchecked growth of bigness and administered pricing practices must be replaced with resolute action toward the achievement of greater balance and social control.

(b) To achieve full employment and a rate of economic growth of about 5 per cent annually for the nation, organized labor stresses the need for reversal of tight money policies, assertion of federal initiative in getting urgently needed programs off the ground, and a more equitable sharing in the fruits of our rising productivity.

Rising to the challenge of the Jet Age, the Eisenhower Administration surrounded itself with industry leaders and developed an automatic transmission which has kept the economy moving for seven years in two gears—low and reverse.

Fearful as to the November 8 consequences of this performance, the corporate community and its political spokesmen have moved to create the illusion of robust economic health. The Eisenhower Administration has very recently doubled the amount of federally assisted highway construction, a step calculated to spur overall construction and the general economy. There has been a marked step-up in the placement of defense orders. In addition, the Federal Reserve Board has cut its lending rate in order to facilitate more liberal terms from banks to credit users. Downpayment requirements on new homes have been cut. It would be difficult to construe these and other grossly inadequate actions as being other than politically motivated.

But the real threat comes in the form of a revival of the dangerous tactic utilized in 1954 in the form of "political" production of automobiles. Reports in the June 13 issue of **Ward's Automotive Report** indicate that the auto industry is again juggling its schedules for political purposes. Greatly accelerated production schedules slated for September and October are aimed at achieving the biggest October for auto workers in history. It is freely predicted that dealers' car inventories will number over one million units by November 1. This would represent a staggering 70 per cent increase minimally over inventories for that date in other years. That it will also mean a repetition of 1954's drastic production cutbacks after the election, with disastrous consequences for workers, dealers and communities, appears of little concern to industry leaders intent upon putting their man in the White House.

An eleventh hour switch of signals certainly cannot be effectual in distracting the eyes of organized labor from the lessons of recent history. We are acutely conscious of the nation's arrival at a bewildering sense of loss of any real national purpose and an aimless drifting of our economy and society. This has occurred at a time when unprecedented opportunities beckon us.

In the most profound manner in all of

man's history, we have been handed the opportunity to vastly extend human dignity and freedom both at home and abroad. Ours could become a truly beautiful land through the elimination of urban rot, poverty, needless pain and inequality. As never before, our resources could have been marshalled toward a vast expansion of recreational and retirement facilities, educational opportunities for all, and the eradication of poverty.

Although confronted with this opportunity, together with the mandate to the federal government of the Employment Act of 1946 to "coordinate and utilize all of its plans, functions and resources for the purposes of creating and maintaining maximum employment," the conservative Republican-Dixiecrat coalition has stymied all efforts in this direction since 1953. Presidential vetoes during the last year alone twice defeated labor-liberal determination to bring about a domestic Point Four program to aid the chronically depressed industrial communities and under-employed rural areas scattered throughout the nation. One of Congress' few positive actions was the overriding of the 7.5 per cent federal pay increase measure vetoed by the President. No action as yet has been taken on adequate minimum wage legislation. Badly needed legislation in such areas as education, housing, and medical aid for the aged have been stalled in committee. Clear-cut action on the critical problem of unemployment is still more a hope than a reality.

America today stands at the crossroads. It can travel in the direction of applying the marvels of automation and new technology for the rapid improvement of the lot of all mankind. Alternatively, it can take the perilous path clearly marked by the danger signs of a management-inspired effort to divide the nation instigated by the short-sighted hope for higher profits.

The nation's pressing needs and opportunities cannot find fulfillment through the continuation of policies of drift and indecision. To meet the challenges before us, organized labor will mobilize every possible resource for the implementation of the positive programs for action spelled out in detail in many of the succeeding policy statements.

Our most basic economic problem is that of raising our annual rate of economic growth to approximately 5.0 per cent. Heading the list of policies essential to achieving this objective is a reversal of the tight money program.

Federal programs for the development of public service facilities such as schools, hospitals and community facilities must be reinvigorated as part of area development and redevelopment programs, including technical assistance and industrial construction loans for depressed areas. Our tax structures need revamping so as to make them equitable for lower income groups.

We must seek greater economic balance between business investment and consumer markets in order to avoid the consequences of further exaggeration of our ability to produce and to consume. The purchasing power of low-wage workers particularly must be strengthened through raising the federal minimum wage and vastly extending coverage of that law.

Our various social insurance programs, such as Social Security and Unemployment Compensation, must be liberalized. Prepaid health insurance, particularly for our senior citizens, is an urgent necessity.

The construction of sales and rental housing within reach of our low and middle income families must undergo major expansion. Consumer interests must be safeguarded by a variety of measures, including the creation of a Department of Consumers at the cabinet level. Steps must be taken to remedy the recent laxity of our federal regulatory agencies.

Our natural resources must be developed on an intelligent basis and with the long-range public interest uppermost in mind. Similarly, our human resources must be harnessed for the future through broad extension of opportunities in education, apprenticeship and on-the-job training. Defense expenditures must be augmented where required to cope with the realities of the present and the future.

Representation on the Federal Reserve Board must be broadened so as to represent consumers, labor and small business. To maintain a semblance of competition in the economy, effective legislation must be enacted to aid small business. The monopolistic tendencies in the economy, as expressed in adminstered pricing practices, must come under effective control. A standby anti-recession program must be developed for immediate implementation after determination that the economy is in trouble.

Since no one plant or industry can by itself deal with the problems of job displacement created by automation, it is clear that governmental involvement is necessary.

The most important elements involve

in rendering automation a force for good are those of reducing the workweek and expanding substantially the rate of our economic growth. But there are many specific problems stemming from automation requiring solution either through legislation, collective bargaining or joint planning involving labor, management and government. There is the problem of retraining skilled and unskilled workers replaced by these processes. Such training programs must make ample provisions for training allowances to replace the wages lost during the training period. The most elementary rules of social responsibility demand that employers converting to automated processes extend seniority rights to provide prior rights to new jobs for workers whose jobs are about to be eliminated. In addition to assuming a substantial portion of the retraining costs, such employers should be compelled to compensate transfer expenses incurred by workers forced to move to new communities.

The financing of such costs, however, is secondary to the overriding necessity to assure that economic and social changes ushered in by automation take place in an orderly and evolutionary manner. Only through such an approach can we guarantee that the fruits of automation will be improved standards of living, extension of leisure, and new horizons for the educational and cultural development of the nation.

More than ever before, there is no excuse and no need for poverty in America today. We possess the tools, manpower and industrial know-how to wipe out every last vestige of poverty and economic hardship in our land.

(c) In view of the deep deterioration of public service facilities as a result of the complacency encouraged by the Eisenhower Administration's attempt to elevate private gain to the position of our foremost national value, organized labor calls for a national soul-searching and rededication to a national goal of a more balanced development of our resources utilizing the principles of sound municipal, metropolitan and regional planning.

The New Deal and Fair Deal years channeled the nation in the direction of developing the well-being of all our people by exerting an initiative in the direction of developing public programs in the areas of slum clearanee, health services, improved education, social insurance, and diverse public works undertakings such as TVA. Although these programs were fought vigorously before and immediately after their inception, their proven value as fundamental underpinnings of our economy is so overwhelmingly accepted today that few public figures dare to challenge them openly.

Nevertheless, the prevailing emphasis during the Eisenhower years has been upon development in the private sector of the economy to the exclusion of necessary progress in the public sector. Retrogression has been substituted for progress on every public front ranging from sanitation through social welfare.

While some of the employed population has shared in some degree in the short-range private opulence for the few that has resulted from this emphasis, many have experienced continuation or aggravation of their difficult circumstances. At the same time, the long-range dangers inherent in an erosion of economic balance have been nestled into their launching pads and aimed in a direction threatening calamitous consequences for all in our cherished private enterprise economy.

The accumulated backlog of needs has grown so formidable as to demand a thorough soul-searching on the part of our entire population. The nation as a whole has been gripped too long by a crippling sense of complacency. We have remained indifferent to the sight of our schools, hospitals and other public facilities falling into a state of disrepair and overcrowdedness as a result of a channeling of an ever-greater share of our national wealth away from such facilities.

History has demonstrated complacency to be the Achilles heel responsible for the downfall of great and prosperous civilizations such as Athens and Rome. In praising our ability to produce, we cannot become so satisfied with ourselves as a nation that we become content with taking only a passive interest in those needs which are essential to the survival of free institutions.

Can we truthfully state that we have been meeting our real national needs with the same determination and proficiency with which we have approached the task of building the industrial capacity of the nation? The answer is obviously a rather emphatic "No."

Many of our most basic unmet needs as a nation fall within the province of the public sector of our economy. They are in the nature of services and facilities for

the community as a whole which only government can provide.

Yet, we seem to display a mental bloc as to the relative value of public, as compared to private, contributions to our overall resources. The private production of many gadgets for which demand must be created by expensive advertising are often regarded as a contribution to our national wealth, whereas expenditures for even the most important public services are somehow considered non-productive of wealth and tolerated only as necessary evils.

This logic appears to be twisting the nation's sense of proportion in meeting basic needs, but shortsightedness further extends to matters vitally affecting the survival of our democratic institutions and even the continued prosperity of our economic system.

The state of our educational system is but one example of a long-range process of undermining the foundations of our society through complacency, indifference and preoccupation with immediate personal gain. How easy it is to parrot the truth that education in a democracy is the essential ingredient enabling free institutions to flourish. But what effort and resources has the nation been willing to put out in order to give this truth real meaning and effect?

The harsh fact of the matter is that as a nation we are spending a consistently declining portion of our national income for our schools. We have generally been content with increasing school support only to the extent needed to meet the bare minimum of growth needs. But surely it is evident to all that we will eventually harvest from our school system in direct proportion to what the nation has been willing to put into it.

We have been building school houses at a rapid rate in California and yet, with our growing population, we are unable to make any substantial dent in the overcrowding and the double sessions. We can be rightfully proud of a generally high level of educational standards as compared with many other states. But can we really be satisfied with having 10 thousand teachers year after year who do not meet the minimum state qualifications for competency?

There is no escape from the conclusion that in determining our future individual and organizational roles in relation to this issue, we are consciously deciding whether or not America shall remain free and strong, and the leader of the free world against the slave state.

In committing ourselves to a philosophy elevating our basic national needs to the topmost priority, we are highly conscious of the need for planned and orderly development. Planning and preparation for growth require, above all, assurance of balanced industrial development. Growth for the sake of growth itself is a liability rather than a virtue if, upon reaching its saturation point, the community's population cannot be sustained in full employment due to the lack of industrial development. In this regard, our dependence on defense industries in certain areas of the state holds the potential of economic disaster, if planning for growth does not make provision for balanced industrial development.

The measure of wealth created in the building of our communities rests not only upon the number of homes and industrial facilities constructed, but also in the manner in which growing communities utilize their preciously limited human and physical resources. The planning of community growth means the difference between a balanced growth sustaining its population in full employment and a speculators' growth, assuring the optimum in speculative profits. The speculators' growth brings with it a minimum of community services and a bumper crop of problems. It also entails dedication of present urban areas to the slums and ghettos of the future; to a maze of suburban areas separated from job sites by miles of crowded and nerve-racking freeways; to an abundance of poverty-stricken and low-assessed valuation school districts; and to the dedication of the bulk of our recreational land to more urban sprawl at the very time that our people stand on the threshold of greatly expanded leisure time.

These are only partial outlines of the harvest we are cultivating so long as the nation continues to give only passive recognition and support to the need for sound municipal, metropolitan and regional planning of our growth.

In the past, California has pursued the basically unsound approach of attempting to plan for a particular resource by itself rather than utilizing a state development plan integrating comprehensive economic resource development with physical planning and land use.

The state legislature, during its 1958 session, took two limited but basically positive steps in the direction of placing our planning on a more sound footing by creating the Economic Development Agency and providing for coordination of a state development plan. Labor in Cali-

fornia believes these steps must be strengthened and provision made for their rapid implementation with adequate staffing and financing.

Adopted, pp. 26-27.

II
TAXATION

(a) The new Administration and Congress taking office in January 1961 must reverse the trend toward increasingly disproportionate and burdensome federal taxes borne by American workers by closing the many loopholes permitting wealthy individuals and corporations to escape their fair share of taxes.

Out of every dollar of national income in fiscal 1959-60, 30 cents was destined in some manner to be collected as federal, state or local taxes. With taxes now constituting such a major factor in our economy, the manner in which they are applied has the greatest bearing upon workers' ability to provide adequately for their families.

The federal government itself received close to $80 billion of the approximately $110 billion tax levies last year, $41 billion of this amount being derived from the federal personal income tax program. About $46 billion of these federal revenues was earmarked for current national security measures. Other substantial federal expenditures included $8 billion for interest on the national debt, $5 billion for veterans' benefits, and $6 billion for agriculture. All other federal programs were financed by the remaining $12 billion collected by the federal government.

Our historic federal taxation policies, constructed largely on the progressive principle of ability to pay, have been seriously undermined by a combination of factors over the past twenty years. As a result, lower income families bear an increasingly heavier share of the federal tax load.

Just before the start of World War II, the federal personal income tax was extended to millions of low income families for the first time by reducing the $2500 exemption of married couples to $1000. At the same time, the 4 per cent levy applying to the lowest brackets subject to the tax was increased steeply to 20 per cent. The continuation of this tax rate, in the face of rising living costs, along with a married couple's current exemption of only $1200, has seriously and unfairly affected the purchasing power of the wages of low and moderate income families.

The average consumer is also being penalized by the discriminatory federal excise taxes enacted as wartime measures in the early 1940's. Hidden taxes of every variety take their heaviest toll from low and middle income groups. In purchasing a loaf of bread, for example, the housewife pays some 58 separate taxes of this nature.

Paralleling these and other taxes placed upon low and middle income families, there has been an equivalent easing of the tax liability of the upper income brackets. Under the momentum of the Eisenhower Administration, old loopholes for avoidance of tax payment were greatly widened while brand new ones were being created. The influence of big business upon the Administration is evident from the fact that all these loopholes pertain to types of income received essentially by the upper income groups.

Much has been heard as to the alleged unfairness of federal income tax provisions which supposedly tax the income of the very wealthy at 91 per cent. But not a word is heard from these sources as to the escape devices which enabled the 268 top individuals enjoying average incomes of $2,900,000 in 1956 to reduce their actual tax payment to only 36.3 per cent.

Tax analysts have estimated that up to $55 billion in personal and business income avoids taxation annually with a resultant loss of $18 billion in federal revenues. This makes it apparent that tax loads cannot be significantly reduced until the nation deals with the central issue of income on which no taxes are paid at all.

Extravagant business expense arrangements, and personal use of company facilities such as yachts and vacation resorts, are factors in this tax escapement. But the real "take" comes in a great variety of other gimmicks that have been developed to escape taxation.

The Eisenhower Administration's "giveaway" includes the extreme class legislation enacted in the form of the 1954 "tax revision" measure. This law enlarged the already excessive depletion allowances for oil and other natural resources, provided business with a more liberal depreciation formula, granted special tax credits to dividend income and other tax windfalls for wealthy individuals and corporations.

Lucrative stock option privileges for business executives remain on the books.

These have enabled corporation "insiders" to amass fantastic fortunes by, in effect, "betting on a winning horse after the race has ended." Executives are afforded the opportunity to buy the corporation's stock at prices far below market value. In many instances, they reap a further bonanza upon sale of this stock through the maximum 25 per cent capital gains tax.

The potential after-tax profit of such an option granted in 1950 to Goodyear Tire and Rubber's president was nearly $4 million a year ago. In order to have netted such an amount over the nine-year period involved, this executive would have had to earn over $4.6 million annually. Well over half of the firms listed on the New York Stock Exchange have taken advantage of these stock option privileges.

There are also clever devices for deferring income payments for the sole purpose of tax evasion. One example is that of the huge pension rights, taxable only upon retirement, commonly made available to corporation brass.

The payroll witholding system has assured collection of virtually every last dollar of taxes due from wages. Since this efficient tax collection system does not apply to other types of income, a substantially higher proportion of the tax load falls on the shoulders of the wage earner. This is demonstrated by the Treasury Department's estimate that $4.5 billion in interest and dividends went unreported and untaxed in 1956.

The largest single source of federal revenue loss is that of the income-splitting provisions which hand back $5932 to a family with a $100,000 income while granting not a penny in benefits to families with incomes up to $5000.

As long as these enormous leakages for the benefit of the favored few are permitted, organized labor can have no sympathy with the hypocritical argument that budget-balancing cosiderations prevent enactment of long overdue relief for low and middle income groups.

The nation could be best served by raising the individual income tax exemption from its present $600 level to $1000 and by major strides toward eliminating the regressive excise taxes imposed during wartime to discourage consumption. This would accommodate our economy's growing productivity by placing purchasing power into effective hands.

The revenue loss involved in such action could easily be offset by the closing of tax loopholes and the greater tax yields to be realized from an economy stimulated by enhanced purchasing power. Up to $10 billion revenue could be realized from the closing of the following loopholes as advocated by organized labor (approximate amount of recapture is shown in brackets):

(1) Eliminating income-splitting ($3.5 billion).

(2) Repealing excessive depletion allowances and eliminating many metals and minerals from coverage ($1.3 billion).

(3) Substantially raising the maximum 25 per cent capital gains tax rate, lengthening the holding period of long-range gains, and removing from coverage many types of income not originally included ($1 billion).

(4) Repealing the 1954 rapid depreciation provision ($1 billion).

(5) Eliminating life estate provisions, combining estate and gift tax exemptions, and reducing total level of exemptions ($1 billion).

(6) Applying witholding tax to interest and dividends ($400 million).

(7) Repealing special tax relief for dividend income ($400 million).

(8) Repealing carry-back, carry-forward privileges for buyers of corporations operating at a loss ($100 million).

(9) Eliminating stock option privileges ($100 million).

(10) Eliminating family partnership device for reduction of individual income taxes ($100 million).

(11) Repealing tax-exempt status of state and local bonds ($100 million).

It is also essential that tax enforcement appropriations be increased to adequate levels.

The present Congress has compiled a sorry record on tax legislation. Rather than taking bold steps to correct the glaring inequities listed above, it has even rejected modest reform. The U. S. Senate this year defeated an amendment to compel tax withholding on income from dividends and interest. It also killed its Finance Committee's recommendation to remove the 10 per cent excises on telephone calls, telegrams and transportation. One of the few constructive measures enacted by this Congress was the reduction of the federal wartime cabaret tax from 20 per cent to 10 per cent.

Organized labor in California recommits itself to work for the eradication of the serious encroachments that have been made upon our federal tax structure

and weakened its progressive character. We are equally determined to undo the Administration's successes in shifting the tax burden for essential federal services back to the states and municipalities.

The federal tax system, apart from its more progressive structure, provides a more adequate tax base because of its uniform application throughout the land. Broader reliance upon it would also reduce the present temptation of employers to migrate to areas offering more favorable state tax climates.

(b) The reorientation of California's regressive tax structure, which at present places the main burden of taxation upon the lower income groups through its reliance principally upon sales and other consumer levies, constitutes a major target of California labor's legislative program.

A University of Michigan study has demonstrated the profound difference between the effect of the progressive federal income tax, despite its erosions, and those of the regressive state and local systems.

Federal personal income taxes were found to average 14.6 per cent on incomes over $10,000, compared to 3.1 per cent for those earning under $2000. State and local taxes reversed this performance. The over $10,000-income group paid taxes averaging 7.7 per cent, while those receiving less than $2000 were gouged by 11.2 per cent. These statistics apply to the year 1954 but there is every reason to believe that the picture has further deteriorated subsequently. A more limited study published by the State Board of Equalization for California confirms these essential findings regarding our consumer levy-dominated tax structure.

Upper income groups fare well under state and local sales taxes for a variety of reasons. One factor is that savings, income not spent, completely escape the sales tax. Another is that such levies do not apply to "services" (chauffeurs, cooks, lawyers, brokers and the like) to which much of upper income expenditures are devoted. The average working man enjoys no such exemptions under such taxes.

In considering state and local taxes, it is important to remember that the lion's share of the cost of the nation's civilian public services (about 70 per cent in 1958) is being defrayed by such taxation. Because of the regressive structures of these taxes, the present national Administration has greatly accelerated efforts to shift the cost of public services to lower income groups by transferring more financial responsibility to these governmental units. Its success is apparent from the changed pattern of revenue production and indebtedness. Federal revenues have risen 74 per cent since 1946—a smaller proportionate increase than has taken place in the growth of the economy. During the same period, state and local revenues have had to be increased by more than 200 per cent. As a result, federal indebtedness rose only 5 per cent while that of state and local governments has leaped 309 per cent.

Of the $16 billion total revenues collected by states, almost 59 per cent is derived from sales or gross receipts taxes. In California, the 1960-61 budget anticipates that more than 60 per cent of general fund revenues will be extracted from sales and other consumer taxes.

About 65 cents of the local tax dollar is utilized in the school programs. The many other essential local services include health and welfare services, building and maintenance of streets, parks, playgrounds, sanitation enforcement, lighting, traffic control, police and fire protection. Since these vital services are so tangible, it is perhaps ironic that the widespread tax revolt is centered largely at the local level. The commonplace rejection of school budgets and defeat of school construction bonds are the most frequent expression of this revolt.

To a considerable degree, the resentment against local taxes is so intense because ability to pay is totally ignored. About seven-eights of the local tax bill comes from personal property and real estate on which uniform tax rates are applied. The home renter pays the property tax in its entirety in his rental payment. The home "owner" with only a very small equity pays as fully as does the well-to-do individual with full title to his property. City sales taxes are levied at the same flat rate regardless of income level. The same is true of city income taxes which, in addition, exclude income from investments such as stocks and bonds and often ignore rental and capital gains income. Furthermore, they almost invariably make no allowance for exemptions based on size of family.

These backward state and local taxation policies, coupled with the increasing federal tendency to redistribute the wealth upwards, pose a most fundamental threat to our economic well-being. The reversal of these short-sighted policies is a task

to which organized labor vigorously rededicates itself.

There is much latitude in California under existing taxation policies for reversal of the continuing tendency to tax the lower income groups excessively. As reported to our 1959 convention, in levying new state taxes last year, the state legislature failed to come to grips with the labor-supported Hawkins amendment to the Governor's income tax bill. By returning the state personal income tax rate to its 1942 level of 15 per cent on top incomes, this amendment would have removed the need for any further consumer levies. Yet the Governor and the Democratic-dominated legislature defied their party platform by defeating this amendment and enacting an additional $80 million in consumer taxes, including a 3 cents per pack cigarette tax.

The legislature failed also to enact a genuine severance tax on oil and mineral resources extracted from private lands. It has been estimated that adoption of a severance tax similar to that of Louisiana would yield around $90 million annually. Furthermore, enactment of a standard documentary and stock transfer tax would have netted the state around $20 million annually.

These are some of the areas where legislation should have been enacted to meet the revenue requirements of California's rapid growth rate without injuring the economy.

We call upon the 1961 legislature to take positive steps in the direction of reorienting the state's tax structure away from its present inequitable consumer base. Enactment of the Hawkins amendment mentioned above, together with an oil severance tax and stock transfer levy, would easily permit the repeal of the beer and cigarette levies imposed on consumers last year. At the same time, this would produce sufficient additional revenue to correct some of the most glaring inequities in the application of the state's general sales tax, i. e., the sales tax on prescription drugs and other household essentials.

In section (a) of this policy statement, we have asserted our conviction that the superior and more equitable tax gathering powers of the federal government should be harnessed more fully in support of the many vital services performed by state and local communities. Until that is accomplished, it should be borne in mind that states can increase their revenue from progressive taxation without adding very much to the total tax obligation of wealthy individuals and corporations due to their right to deduct state and local taxes from their federal tax liability.

In their search for relief from onerous taxes, workers should remember that a fair tax system cannot be won through collective bargaining. It must be won at the polls.

Section (a) adopted as amended, Section (b) adopted, p. 27.

III

LABOR LEGISLATION

(a) The restoration of a semblance of bargaining equality for working people, to assure a healthy balance in the distribution of the fruits of America's advancing productivity, requires the repeal of both the Taft-Hartley and the Landrum-Griffin Acts and their replacement by legislation based on the principles contained in the Wagner Act, together with the enactment of an anti-corruption measure designed to prevent corruption in labor-management relations without undermining the bona fide functions of unions.

The passage of the Taft-Hartley Act thirteen years ago served to cancel out a substantial portion of the rights of working people. Repeal of that infamous statute is as urgently needed as ever before. The specific anti-labor provisions of Taft-Hartley bear no further repetition here since our position on this law was fully set forth in the policy statements on labor legislation adopted by our 1958 and 1959 conventions.

The collapse of the 1930's dramatically focused the serious inequality in bargaining power between workers and giant industrial corporations and brought about the enactment of the Wagner Act. The continued growth and merger of industry since that time, coupled with the Taft-Hartley and Landrum-Griffin encroachments upon the ability of workers to build effective collective bargaining organizations, has again placed the economy in serious imbalance.

The consequences are already to be seen in the alarming lag exhibited in the purchasing power of workers' wages as compared to the sharp increases in their productivity. It is visible in the doubling of the "normal" rate of unemployment in much less than a decade's time. It must be remembered that these trends have been consistent and are characterized by a steady rate of acceleration. Their con-

sequences for the future are almost incalculable.

In the face of this urgent need for repeal of the abuses of Taft-Hartley, Congress last year compounded them with further restrictions on the bona fide activities of organized labor through the enactment of the Landrum-Griffin Act which was advanced in the guise of a measure seeking to correct so-called "corruption."

California labor and the AFL-CIO itself were amongst the staunchest proponents of legislation to safeguard against corrupt practices infiltrating into labor-management relations. In 1959 we supported the fair and effective Kennedy-Ervin bill for this purpose which had been approved by the Senate Labor Committee. When this measure reached the floor of the Senate, it was amended to invite governmental excursions into the internal operations of unions and to promote disruptive action by dissident factions. The obvious purpose of these amendments was to absorb unions in internal strife and, conversely, to detract from the amount of energy they could give to their essential functions.

The measure was further converted to a viciously anti-labor bill on the House side by the substitution of the Landrum-Griffin amendments. These amendments served to strengthen the unreasonable procedures foisted upon the trade union movement with regard to internal operations and to aggravate the abuses of the Taft-Hartley Act by isolating workers from one another, in an attempt to destroy the unity upon which the labor movement is founded.

These amendments to Taft-Hartley were totally unrelated to the corruption issue. By distorting the importance of that issue and using it as a smokescreen, the perennial enemies of labor steamrolled into law a number of union-busting proposals long advocated by the National Association of Manufacturers and the Chamber of Commerce. The cumbersome and costly procedures pertaining to the internal operations of unions were rendered all the more onerous by severe financial and criminal penalties for non-compliance with ambiguously stated duties of officers. The inclusion of such provisions was clearly designed to discourage the assumption of leadership particularly at the local union level.

Among the most vicious provisions of the Landrum-Griffin Act, amending the Taft-Hartley Act and designed to render the trade union movement ineffective, are the following:

1. The provisions closing the door to various secondary actions, outlawing "hot cargo" clauses, and severely restricting peaceful picketing. In effect, these provisions seek to revert back to the years preceding the Norris-LaGuardia and Wagner Acts by invoking the injunction against labor whenever an appeal is made to union brothers and sisters. While thus denying labor the right to united action, employers are free to invoke lockouts on the part of other members of their associations in an effort to break the back of any economic action taken by union members.

2. Provisions severely abridging the long-standing right to engage in organizational picketing.

3. Provisions granting employers the right to expedite representational elections in certain circumstances while denying similar privileges to labor organizations.

4. Provisions granting employers the right to sue for certain types of union conduct while denying similar privileges to labor organizations.

To restore the balance so vital to the long-term health of the American economy, organized labor in California demands the repeal of both the Taft-Hartley and Landrum-Griffin Acts and their replacement by the principles contained in the Wagner Act, together with enactment of an anti-corruption measure designed to get crooks and not unions.

(b) The application of the principles of democratic determination of collective bargaining representation demands repeal of California's so-called Jurisdictional Strike Act and the enactment of a measure establishing the procedure for the implementation of organizational and collective bargaining rights in intrastate commerce.

California's "Jurisdictional Strike Act" is a misnomer. It is designed, not to settle genuine jurisdictional disputes, but rather to encourage employers to promote representation disputes through the establishment of company unions. Through this device, California employers engaged primarily in intrastate commerce have been enabled to secure injunctive relief

against the legitimate activities of bona fide labor organizations. The entire history of this law and its adjudication in the courts confirm this fact. Virtually every injunction sought against organized labor under this law has been to block union recognition for the purposes of collective bargaining.

We submit that questions of representation are not jurisdictional matters but relate to the establishment of procedures giving effect to the rights of individuals to join with their fellow workers in the formation of bona fide unions for the purpose of collective bargaining. As regards workers employed by business establishments engaged in intrastate commerce, such procedures are wholly absent from California law.

In his special message on labor-management relations to the 1959 session of the legislature, Governor Brown correctly outlined the deficiencies of the Jurisdictional Strike Act. He noted that it classifies as a jurisdictional dispute any controversy as to which organization has the exclusive right to bargain in behalf of the employes involved. The governor pointed to the open invitation to employers inherent in this provision to set up a "dummy" organization for the purpose of obtaining injunctive relief.

At the 1959 legislative session, the Governor proposed a bill establishing machinery for determination of collective bargaining rights and settlement of jurisdictional disputes in intrastate commerce, while repealing the Jurisdictional Strike Act's injunctive provision.

This bill moved quickly through the Assembly, withstanding all employer efforts to emasculate it. When it reached the Senate, a full-scale mobilization against it was led by reactionary farm associations. The Capitol was crowded with farmers who had been misled into believing the measure would have led to compulsory organization of farm workers. The Senate Labor Committee tabled the bill, thereby killing it for the session.

Elementary justice for all workers engaged in intrastate commerce employment demands the passage of a measure to repeal the phoney Jurisdictional Strike Act and establishment of the machinery necessary to permit the implementation of basic labor rights. Toward that end, organized labor in California pledges every possible assistance.

(c) The basis for denial to millions of workers of even the most modest wage and hour protections under the federal Fair Labor Standards Act in present day America is beyond labor's conception. We reaffirm our dedication to extending coverage to the more than 20 million working people now excluded, to raise the minimum wage level to $1.25 an hour, and to update the Fair Labor Standards Act's 40-hour work week provision so that all workers enjoy a standard seven-hour day and 35-hour week.

The stated objective of the Fair Labor Standards Act is to bring about a "standard of living necessary for the health, efficiency and general well-being of workers." The existing minimum wage level of $1 an hour was inadequate even when it was adopted five years ago. Its inadequacy can be seen from the U. S. Department of Labor's budget for city workers. For a family of four, the budget indicates that $2.25 hourly is necessary for a "modest but adequate" standard of living.

Aside from this shortcoming, the law presently excludes from coverage over 20 million of the 45 million workers who could and should be granted such protection. Its failure to cover almost half of our working population has serious consequences for many millions of this group as well as for society, which subsidizes through social welfare programs employers who pay substandard wages. In addition, the restriction of coverage often entails employment at excessive hours without any overtime premium. As a general rule, the workers in these exempted industries also lack the protections normally afforded by union organization.

The employer arguments against improving the minimum wage law have proven baseless. When the minimum wage level was raised from 75 cents to the present $1 level, the U. S. Department of Labor found that there were no resulting increases in either the consumer or wholesale price levels. Contrary to the warnings issued by excluded industries, history has demonstrated that strengthening of the law would have only negligible effects upon employment. Surveys of past adjustments to improvements in the minimum wage law have conclusively shown that any decline of employment in marginal industries is easily offset by gains in employment generated elsewhere by the resulting rise in consumer purchasing power.

Organized labor's efforts to raise the minimum wage level and to extend the coverage of FLSA were dealt a serious

blow in Congress this year. In view of the alignment of forces in Congress, the labor-backed Kennedy-Roosevelt measure proposed to extend coverage to over 7.5 million workers while raising the minimum wage to $1.25 hourly.

A compromise measure was reported by the House Education and Labor Committee to extend coverage to only 3.5 million workers and to raise the minimum to $1.25 over a two year period for workers already covered. For newly covered workers, the $1.25 level was to be achieved gradually over a three-year period.

This compromise bill was rejected by the House and was replaced by a conservative Republican-Dixiecrat measure specifying a minimum of only $1.15 and extending coverage to only 1.4 million workers employed by retail chain stores with five or more outlets in two or more states. As written, this bill provided coverage loopholes for employers as well as a total escape from overtime premium requirements.

To make matters much worse, the conservative Republican-Dixiecrat measure eliminated 14 million presently covered workers from the protection of the Act. Although this reduction in coverage was claimed to be the result of technical error, the occurrence of such a mistake at best reflects the haste and the light manner in which it was drafted by the enemies of minimum wage legislation.

As Congress returned from its recess, a measure increasing the minimum wage to $1.25 an hour has been reported by the Senate Labor Committee and is before the upper house for consideration. As it stands, the Senate proposal represents a watered-down version of the original Kennedy-Roosevelt bill. Compared to its original proposal to extend coverage to 7.9 million, its present promise of only 4.9 million additional coverage represents the "rock bottom" in the way of minimum wage legislation.

Recognizing the Senate bill as a bare minimum improvement, organized labor views its passage as essential to give hope to the millions, who would still remain without coverage, that Congress and the nation are really intent upon eliminating the dual standards which have been permitted to continue over the years.

A bill to deal with the particularly urgent problems of our nation's agricultural workers by extending coverage of FLSA has not been permitted to get off the ground.

While lending every possible assistance towards enactment of the watered-down version of the Kennedy-Roosevelt bill during 1960, organized labor in California pledges a redoubling of its efforts for passage during the next session of Congress of a really comprehensive measure bringing the protections of the FLSA to all workers, including those employed on farms.

Organized labor also cites the urgent need for modernization of the Davis-Bacon Act requiring contractors doing government-financed construction work to meet prevailing wage standards. The protection of this Act has been whittled away by failure to make allowance for the increasing prominence of fringe benefits as an element in labor standards. It has also lacked authority to take jurisdiction over construction involving indirect government financing.

Similarly the Walsh-Healey Act's protections regarding prevailing minimum wage standards on government contract work have fallen far short of their objectives. Exhaustive court reviews have often delayed the application of new wage standards until they have become obsolete. Fringe benefits are not taken into account. Minimum wage determinations have been made for far too few industries and have not been applied to "service" industries where many government contracts are issued.

Corrective action to overcome the above shortcomings of the Davis-Bacon and Walsh-Healey Acts must be taken if these minimal protections to workers engaged in government contract or construction work are to take on some real meaning.

(d) A state Fair Labor Standards Act providing a minimum wage of $1.25 an hour for all workers in California is a top priority requiring positive action from the state legislature in 1961.

The need for enactment of a state Fair Labor Standards Act in 1961 will remain as pressing as ever irrespective of whatever action is taken by Congress during the current session on the issue of extending and improving the provisions of the federal FLSA.

To augment the prospects of the hundreds of thousands of Californians who would be directly benefited by the establishment of a state wage and hour law, it behooves us to review the fate of such legislation during the 1959 session of the state legislature.

Organized labor in California introduced two separate measures for this purpose. One of these measures would have established for California a comprehensive Fair Labor Standards Act based on the following principles:

1. A statutory minimum wage.

2. A 40-hour maximum work week for men, women and minors.

3. Time-and-a-half pay for all overtime and double-time for work beyond 10 hours a day.

4. Authority for the Director of Industrial Relations, if investigation warrants such action, to prescribe a higher minimum wage rate or a lower maximum number of hours for the employees in any occupation.

5. Require employers to keep certain records and to post a summary of the act's provisions in an accessible place.

6. Penalties for violations.

Both this measure and a simple statutory minimum wage bill were held up in committee because of the priority given by the legislature to a measure sponsored by Governor Brown for a minimum of $1.25 and 95 cents for learners.

The Governor's bill applied the proposed minimum to agricultural labor and extended the Industrial Welfare Commission's authority to adult males as regards fixing minimum wages and working conditions.

Led by the corporation farmers and secondarily by the hotel and restaurant industry, a highly effective show of force was staged in Sacramento both by the employer lobby and in the mobilization of hundreds of the bill's opponents recruited primarily from the farm population.

In the face of this opposition, the measure was amended to reduce the $1.25 minimum provision to $1.00 for agricultural workers in order to get the bill reported out of the Assembly Committee on Industrial Relations. After approval by that body, the bill moved to Ways and Means. With 10 Democrats and 4 Republicans present, that committee eliminated farm workers from coverage by a voice vote.

The Governor then rallied his forces on the Assembly floor. With the assistance of organized labor, agricultural coverage was reinserted into the bill at 90 cents per hour and many emasculating amendments sponsored by employers were defeated as the measure passed the Assembly. The liberal-labor forces were not successful, however, in defeating another amendment removing authority of the IWC to increase the minimum wage for adult males above the proposed statutory minimum rates when living costs and other considerations warranted such action.

But even this watered-down version of the Governor's original bill was killed in the Senate Committee on Labor by a 4 to 3 vote.

There can be liftle doubt that the combined resources of the Montgomery Street farmers and the employer groups will once more mobilize a show of force when the issue is again before the legislature.

In committing ourselves to vigorously pressing the 1961 legislative session for a state Fair Labor Standards Act patterned after the measure introduced by the Federation in 1959 and outlined above, we again affirm our uncompromising position to oppose any effort to exclude any groups most in need of coverage. Among these latter are the farm workers, who must also be assured that as human beings there are men in the legislature with a conscience who have respect for the minimum needs of all workers.

During the past year, the Industrial Welfare Commission took a step forward on part of this problem by creating an Agricultural Wage Board for the purpose of formulating recommendations as to minimum wages, maximum hours and working conditions for women and children in agriculture. In congratulating the Commission for taking this long-awaited action, we urge that there be no further delay in the extension of such protection to these workers. In promulgating a minimum wage, we urge complete fidelity on its part to its statutory instructions that such a wage be "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."

Further, pending the enactment of a statutory Fair Labor Standards Act for California, we call upon the Industrial Welfare Commission to reopen all of its orders so that their provisions may be brought up to date.

Adopted, pp. 27-28.

IV

UNEMPLOYMENT INSURANCE

(a) Based on the experience of the 1958 recession, followed by continuing high rates of unemployment and economists' predictions now of an-

other recession in 1961, it is urgent that Congress act to establish minimum federal standards which will ensure operation of this social insurance program to accomplish its basic purpose.

Unemployment insurance, although federal-state in character, is a national program with its financing roots in the federal Social Security Act. Labor's outspoken support for adequate federal standards, therefore, is predicated on the concept that any program which is national in scope and which has its origin in federal law, based on the failure of states over the period of many years to meet a basic need, should have a set of minimum standards to ensure that its operation is in accordance with the intent and purpose of the national program.

As we have pointed out on numerous occasions, while the basic responsibility for maintaining the **adequacy** of unemployment insurance in the joint federal-state employment security system rests with the states, the federal government has the obligation to maintain the **minimum** standards in keeping with the original intent of the framers of the Social Security Act, which gave birth to the federal-state program.

As we review the record, certain states have demonstrated that they are not at all inclined to meet their obligations toward the system. Because of this demonstrated lack of responsibility, the unemployment compensation system of the nation is in reality a series of different state systems. The few inadequate federal requirements existing at the present time leave the states almost entirely free to determine employee coverage, benefits, duration, eligibility requirements, and indeed, even some of the basic principles of financing.

The record shows that unemployment insurance has become, in effect, a pawn in the rivalry of states for new industry. Benefit levels, with almost monotonous regularity over the years, have been tailored to tax reductions to the point where in most states today, employers are paying less than one-third the effective contributions tax they paid when unemployment insurance was established. In some states, there are still a majority of employers who pay no tax at all.

Organized labor does not understand how it is possible to talk about unemployment compensation as a social insurance system, and at the same time have some of the employers pay no tax, as if their employment of workers did not pose some potential liability to the unemployment insurance fund.

The deficiencies of the program were glaringly brought to public view in the recession of 1958. Indeed, organized labor challenges anyone to find in the record of the 1958 recession any concrete evidence that the program is accomplishing its dual purpose with any degree of adequacy, namely, the twin purposes of providing the jobless worker with financial support to cover non-deferrable living expenses without upsetting the family household, and at the same time place a so-called floor on the purchasing power of the nation.

At the peak of unemployment in the 1958 recession a full 35 per cent of the unemployed went without any unemployment benefits whatsoever. Furthermore, those fortunate enough to draw benefits were compensated on the average for only one-third of their lost wages.

Hundreds of thousands of wage earners were compelled to support their families on less than $20 a week, and in addition, some 2,600,000 persons exhausted their rights to benefits before they found other jobs or returned to their former work. The combined effect of the exclusions from coverage and the low benefit structure produced a situation whereby one-fifth—20 per cent—of the total wage loss from unemployment was b e i n g replaced through benefit payments. Thus, the unemployed had to adjust radically to lowered incomes by reducing their living standards, borrowing, deferring expenditures, becoming dependent upon other family members, and depleting their savings. Unemployment insurance was intended to prevent this kind of upsetting of family life during periods of so-called brief recession or depression. Obviously, also, the system nationally failed in 1958—almost completely—to place any kind of a meaningful floor on purchasing power to stabilize the economy, while the forces for recovery were going to work.

The proven recession inadequacies of the unemployment system are being substantiated daily with the continued high rates of unemployment. Today, benefits for those covered are averaging $32 a week nationally, which is only one-third the wage loss of the beneficiaries. About one out of three of the unemployed are cut off from benefits before they can find reemployment. For those over 45 years of age, the job opportunities are greatly restricted, and over half the unemployed in

this age range use up all their jobless benefits before a new job is available.

In the face of prediction by prominent economists of another recession in 1961, it is urgent that Congress act immediately to establish adequate minimum standards for state programs.

Unfortunately, there is nothing in the record that gives promise of any forthright action by the various states to bring unemployment insurance benefits to a level that approaches adequacy. The Eisenhower Administration, in its parroting of the shopworn phrase "states' rights," has more than demonstrated the futility of mere recommendations to the states issued by the federal government. Each year since 1953, the Eisenhower Administration has recommended to the states that improvements be made in accordance with the original intent of the federal-state program. Each year it has recommended substantial liberalization of benefits, extension of coverage, and lengthening of the duration period. And each year, with modest exceptions as in California, the Administration's pleadings and beggings have fallen on deaf ears in the legislatures of most states.

Specifically in 1954, the President called upon state legislatures to amend their unemployment insurance laws so that (1) protection be extended to more workers, (2) benefits be improved so that the great majority of unemployed could draw benefits equal to half the wages they earned before being laid off, and (3) unemployed workers be able to draw benefits for a period of 26 weeks. When the President made this plea, no state met all these goals. Today, six years later, there are still no states that meet them.

Organized labor is sometimes accused of trying to paint a black picture about the status of our national unemployment insurance system. It is pointed out that Congress did respond in the 1958 recession with the enactment of the temporary unemployment compensation program which extended benefits to a number of jobless workers who exhausted their basic compensation payments. Although the bill did nothing to extend coverage, remove excessive disqualifications or increase benefits, we are expected nevertheless to be thankful that Congress responded to a particular recession situation in an election year. We hasten to add, that unemployment insurance was developed to free workers of the "dole" of politicians as well as anyone else. Further, there are no economists who are willing to assure the nation that future recessions will occur only during election years.

While the Administration-sponsored measure on extended benefits enacted by Congress in 1958 did virtually nothing to improve state unemployment insurance programs, it did manage to serve its primary purpose of sidetracking the liberal, AFL-CIO-supported measures which would have made far-reaching, permanent improvements in the federal standards governing state programs.

Thus far this year, Congress has again failed to come to grips with the issue. The bills sidetracked last year have now been completely derailed by the same House-passed "omnibus" social security measure which dropped the Forand bill for "pauper's oath" medical care provisions for the aged. This "omnibus" bill, now resting in the Senate, does nothing to provide benefit standards. Totally inadequate adjustments are made in the financing of unemployment insurance. Only the federal unemployment tax (after the maximum credit of 2.7 per cent) is raised from .3 per cent to .4 per cent so as to provide for rising administrative expenses, and for a larger fund from which advances are made to state funds. But on top of this, stricter provisions for advances and their repayment are imposed.

Unless Congress moves quickly to enact permanent improvements in the national unemployment insurance system, it may be too late to provide help for the unemployed of the next recession, should those economists predicting a recession to begin in 1961, after the election, prove to be correct.

Congress should enact minimum state standards to embrace at least the following:

(1) That the maximum weekly state benefit amount equal not less than two-thirds of average weekly wages in covered employment in each state without regard to any limitations on taxable earnings, and subject to this maximum, that the individual's primary benefit be not less than 50 per cent of his wage loss.

This standard approximates that which the Eisenhower Administration has recommended to the states on numerous occasions, namely, that the maximum weekly benefit amount should be set so that the "vast majority" of claimants would receive at least 50 per cent of their weekly wages. This is also the mini-

mum standard in the bills supported by the national AFL-CIO.

At the present time, the maximum weekly benefit amounts vary tremendously among states, the lowest being $26 and the highest $55 (California). While these maximums are higher than the benefit ceiling of twenty years ago, they have not kept pace with the rise in wages of employees covered by the wage-loss compensation system. As the recent report of the U.S. Senate Special Committee on Unemployment Problems points out: "Individual benefit formulas are now limited to a narrower range of wages than they once were."

The report adds: "It is sometimes argued that maximum benefits (related to gross wages) have actually maintained the constant relationship to take-home pay, because withheld income taxes are higher now than they were twenty years ago. The great increase in non-wage remuneration (welfare benefits, vacations, etc.) tends, however, to offset increased tax deductions".

Actually, the report points out that in every state the maximum benefit, as a percentage of the average weekly wage in covered employment, is smaller now than twenty years ago. **In 1939,** sixteen states had a maximum weekly benefit ratio that was over 70 per cent; **today,** none has. **In 1939,** sixteen states had a ratio between 60 and 69 per cent; **today,** only one has this ratio. **In 1939,** seventeen states had ratios between 50 and 59 per cent; **today,** thirteen states are in that ratio. **In 1939,** only two states had maximum ratios between 40 and 49 per cent; **today,** 27 states are that low. **In 1939,** no state had ratios under 40 per cent; **today,** ten fall below the 40 per cent ratio.

The committee report concludes: "The unemployment insurance program has, in effect, changed from providing benefits in some relationship to the claimant's wages to providing flat benefits for most claimants. In some states, the benefits of three out of four claimants are limited by the maximum to less than half the actual wage loss."

(2) That a uniform maximum duration period of at least thirty-nine weeks be established for those unemployed who are able and available for work, but cannot obtain suitable employment.

As indicated above, the inadequacy of the weekly benefit amount is compounded many times by the short duration in which such benefits are payable in many states. As pointed out also, this was dramatically demonstrated during the peak of the 1957-58 recession. The Senate report quoted above points out that in 1958, 2.6 million persons out of the 8.2 million who received benefits (one out of three) exhausted their benefit rights before returning to their old jobs or finding new ones. When the federal temporary unemployment compensation program took effect in 1958, exhaustion of benefit rights had so weakened the effectiveness of the system that only half of the 5.4 million unemployed at the time were receiving benefits.

In the place of temporary extension programs, as enacted in 1958 by Congress, jobless workers are entitled to a minimum duration standard that would remove the necessity of running to Congress to breathe life into a failing unemployment compensation system every time a recession occurs.

(3) That a minimum state standard for coverage be established to require program protection for at least all of the wage and salary workers whose coverage has already been accomplished without administrative problems under the OASDI portion of the federal-state Social Security program, including all employees of small firms without regard to size.

The picture of present coverage of the state-federal program is quite shocking. Only about 46 million of the 72 million persons in the total labor force, including railroad and federal workers, and members of the armed forces, have unemployment insurance protection. Some 13 million who work for wages and salaries are not protected. These fall within the following categories: employees of small firms—1.7 million; employees of nonprofit firms—1.3 million; farm workers—1.9 million; state and local government employees—5.6 million; domestic servants — 2.5 million; others — three-tenths million.

By its very nature, a social insurance system has its chief virtue in its application to groups who are most in need of protection, and least able to afford it. Primarily because of the individual employer "experience rating" system of financing, this quality is lost in the incentives provided employers to resist coverage of any group whose unemployment experience is expected to raise the cost of the program. Only minimum federal standards of coverage can prevent the flouting of the very purpose of the federal-state unemployment insurance system as a social insurance program.

(4) That federal standards be estab-

lished to prohibit individual employer "merit rating" or "experience rating" by the states in the financing of unemployment insurance benefits, as the deterioration of the federal-state unemployment insurance system can be traced to the existence of this wholly inequitable and uneconomic method of financing the program.

The salient facts concerning what experience rating has cost the program in terms of providing adequate benefits are these:

(a) Through the operation of merit rating, employer contributions which in 1938-40 amounted to the full 2.7 per cent of taxable payrolls, have been slashed to the point where in recent years the amount has averaged nationally a figure approaching one per cent of taxable wages. The special Senate report referred to above points this out: "When unemployment insurance was established it was expected that an employer contribution of 3 per cent of total wages would be required to finance benefits and administrative costs. Initially, states collected 2.7 per cent of employers' payrolls (up to $3,000 annually for each insured employee) to finance unemployment benefits. In subsequent years, as the experience rating provisions of state laws took effect and unemployment declined, employer tax rates also declined. The average employer contribution rate, which averaged about 2.7 per cent of taxable wages in 1939 and 1940, declined to 2 per cent in 1943 and 1944, to less than 1.2 per cent in 1954, remained at approximately 1.3 per cent between 1956 and 1958, and rose to 1.7 per cent in 1959, as the result of increased recession costs."

Looking at the matter from the point of view of the ratio of benefits to taxable wages, a similar picture appears. "For the system as a whole," according to the Senate report, "benefit costs have been more than 2 per cent of taxable wages in only three years since 1940; 1.5 per cent in twelve years; and less than 1 per cent in seven years. In terms of total wages, benefit costs have been one per cent or less in thirteen of the past twenty years."

(b) Thus, measured against total payrolls in covered employment — not just taxable payrolls, as employers have maintained an artificial ceiling on taxed wages —employer contribution rates have fallen tremendously to something like a little more than a fourth of the original 2.7 per cent of initial taxable payrolls, which was then equal to almost the same percentage of total payrolls.

(c) The third salient fact is that the reduced tax contributions have been made possible only because of inhuman denial and restriction of benefits, and not because of any stabilization of employment by employers through so-called incentives supposedly provided by individual merit rating. The undeniable fact in this whole matter is that tax ceilings for employers have been bought at the price of the objectives of the program nationally. Merit rating and the possibility offered for tax savings have proved to be a great incentive for destruction of the objectives of the federal-state unemployment insurance programs, rather than an incentive to employers to stabilize employment, as was argued by them on behalf of the inclusion of merit rating in the financing provisions of the program.

It is apparent that during periods of high employment, merit rating results in lower tax rates, and thereby works against the accumulation of adequate reserves for use in periods when business conditions deteriorate and unemployment increases. Again, by its very nature, merit rating is inequitable, uneconomic, and at variance with the social insurance principle underlying our federal-state program. Certainly it has been a great boon to the denial of coverage to groups that are perhaps most in need, such as agricultural workers.

Because of the greatly reduced contributions enjoyed by the employers through the prosperity years since World War II, it is recognized by the Bureau of Employment Security that should a prolonged major recession develop, our present unemployment insurance reserves nationally would be all but wiped out, even with the present dismal benefit structure that exists nationally.

Insofar as individual funds are concerned, the end effect of merit rating has been to reduce the rates of industries which by their very nature are quite stable, and to raise the rates of those industries such as food processing, which are traditionally unstable and seasonal.

It is labor's firm belief, that 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 within the framework of a vastly liberalized benefit structure. The reduced rates should be uniform, and should be applicable to all employers, provided circumstances

and the status of reserves, as measured against the adequate level of benefits, permit such a reduction in the first place.

(5) That federal standards be developed to limit state eligibility restrictions and prohibit arbitrary disqualification provisions designed primarily to reduce employer contributions into the system.

Many states have developed severe restrictions on who may qualify for benefits under the incentives provided in the financing of unemployment insurance. Again, unless employers are to be allowed to subvert the purpose of the program, federal standards are essential. Among the restrictions which should be prohibited is the denial or reduction of benefits for those receiving negotiated supplementary unemployment benefits.

In regard to negotiated supplemental benefits, although only a few states now deny simultaneous payment with state benefits, it is vital that the possibility of any prohibition be erased from the federal-state system.

It must be recognized that to permit the denial or reduction of unemployment insurance benefits for workers who receive supplemental benefits through private programs is equivalent to allowing states to use the federal-state program to effectively restrict the area and scope of collective bargaining. It would be just as logical, and irrational, to permit states to outlaw all private pensions in the case of persons enjoying the benefits of Old Age Survivors and Disability Insurance under Social Security.

(b) In keeping with the responsibility assumed by California in establishing an unemployment insurance program under the tax incentive provisions of the federal Social Security law, irrespective of the needs for improved federal standards, we call upon the 1961 session of the legislature convening in January to correct major deficiencies in the California program by the passage of legislation which would:

(1) Increase, within a liberalized benefits schedule, the maximum weekly benefit payment from $55 to $70.

Despite the substantial increase in the maximum weekly benefit from $40 to $55 won at the 1959 session of the legislature, the current maximum of $55 a week falls far short of meeting the minimum federal standard set forth in section (a) of this statement. According to the State Department of Employment, average weekly earnings in covered employment for this year are estimated at approximately $107. Thus, the present $55 maximum amounts to only 51.4 per cent of the $107 average weekly wage — far less than the two-thirds recommended in the minimum standard.

But this is only half the story. The present benefit schedule is what is called a uniform $30-step schedule. The minimum benefit of $10 is provided for a person who in his base period has high quarter earnings of $150. It then increases $1 in benefits for each additional $30 in high quarter earnings until the $55 benefit amount is reached. At this maximum level, however, the qualified unemployed worker must have high quarter earnings of $1,500, or in other words, average weekly earnings in his high quarter of $115.38. Thus it is apparent that even at the present inadequate maximum benefit, the person who qualifies for the $55 maximum within the schedule is being compensated for less than 50 per cent of his lost wages, the exact amount being 47 per cent. Every person with high quarter earnings above the amount necessary to qualify for the maximum realizes proportionately less than the 47 per cent rate of wage-loss compensation.

In fact under the present benefit schedule, any qualified jobless worker who earns more than $76.15 a week in his high quarter receives a weekly benefit amount of less than 50 per cent of his lost wages. Thus, under the present schedule, the unemployed worker begins to fall below the recommended minimum 50 per cent standard for the individual rate of compensation at the $38 benefit level, which requires average earnings of $76.15 a week to qualify for this amount.

Approximately 70 per cent of covered employees with earnings of over $76.15 a week are being compensated for less than 50 per cent of their lost wages.

Obviously, if California is to assume its responsibility toward the federal-state system of unemployment insurance, it becomes absolutely necessary not only to increase the maximum weekly benefit, but also to revise the entire schedule of benefits, so that the vast majority of jobless workers may realize a rate of compensation that is equal to at least 50 per cent of their lost wages. With average weekly earnings in covered employment at $107, as pointed out above, a maximum

weekly benefit equal to two-thirds of average earnings would require a maximum benefit of $71.33. The recommended $70 maximum is entirely consistent with this figure. But in order to ensure 50 per cent compensation for the individual within the maximum, it is necessary also that the legislature revise the benefit schedule so that the weekly benefit amount increases $1 for every additional $25 in high quarter earnings instead of the present $30-step schedule.

It should be noted that such a uniform $25-step schedule is already part of the unemployment disability insurance law. Adoption of this $25-step schedule for unemployment insurance with a $70 maximum would have the effect of requiring high quarter earnings of $1,650 to qualify for the recommended $70 benefit. The individual rate of compensation at this level would be 55 per cent of lost wages.

Besides adjusting individual benefits up and down the schedule to meet minimum standards, it would also provide a solid base for additional step increases in benefits as the level of covered wages increases.

Employers argue that in establishing the level of unemployment insurance benefits, compensation standards should be applied to take-home pay rather than gross earnings. On this basis, it is argued that since take-home pay is much lower than gross earnings, benefit levels are either adequate or should be much lower than those recommended by organized labor.

The fallacy of the employer argument is only too obvious. While they would consider only take-home pay, at the same time they are unwilling to recognize the value of fringe benefits which are not included in gross earnings, and many of which are lost when the worker becomes unemployed.

The value of fringe benefits, in fact, should be added to gross earnings when considering the level of benefits to be established. Estimates of employer organizations themselves indicate just how much, in recent years, wage increases have been taken in fringe benefits instead of cash. The Economic Research Department of the United States Chamber of Commerce made a nationwide study of fringe benefits in 1957 which showed that such benefits amounted on the average to 47.4 cents per payroll hour, or $981 per employee annually. As a per cent of the payroll bill, these costs were pegged at 21.8 per cent nationally, and 20.9 per cent for the west.

Another relevant study in this area has been made by the California Institute of Technology, entitled "Employee Benefit Costs of Los Angeles Companies." This study, also made back in 1957, shows that fringe costs amounted to 57.7 cents per hour for each hour worked, or $1,047.77 per employee annually.

No more telling evidence is necessary to prove the reasonableness of the Federation's recommendations for a $70 benefit schedule in keeping with California's responsibility to our federal-state unemployment insurance system.

(2) Provide additional benefits for dependents at the rate of $5 per week for the first dependent and $2.50 for each additional dependent within a maximum total dependency allowance of $20.

The justification for the provision of dependency benefits in addition to the weekly basic benefit rests in the proportionately more serious hardship imposed upon the family wage earner than the single individual, especially in view of the present low benefit structure.

Employers generally are most vehement in their opposition to the payment of this type of benefit, but their only argument worthy of consideration is that which contends that the payment of benefits on the basis of a "need" would "seriously" deviate from the "wage-loss" principle in the unemployment insurance system.

As we have pointed out repeatedly, organized labor itself is the staunchest advocate of preserving the wage-loss principle in this social insurance program. What the employers fail to recognize is that the broad criteria for determining the proportion of wage-loss compensation is geared to a variable concept, namely, "non-deferrable living expenses," such as food and shelter, etc. The proportion of non-deferrable living expenses at the lower income levels is greater than those at the higher income levels. Likewise it varies directly with the size of the family.

Thus, it is apparent that if the employers were sincere in their argument against the provision of dependency benefits they would also be opposed to anything but a flat benefit, regardless of the qualifying wages of the unemployed individual. But the contrary is true, because the employers have repeatedly advocated a varying proportion of wage-loss compensation in their benefit schedule rec-

ommendations, however inadequate they have been.

Further, the precedent for dependency benefits, in addition to basic benefits, is well established in the unemployment insurance laws of many states. The following are states which provide dependency benefits, as reported by the U. S. Department of Labor at the beginning of the year: Connecticut, Illinois, Iowa, Maryland, Nevada, Rhode Island and Wyoming.

(3) Provide for the payment of the one-week "waiting period" on a retroactive basis to workers who are unemployed for more than one week.

The hardship imposed by the present one-week waiting period is seen in the example of a person who suffers short term unemployment, such as four weeks. Because of the one-week waiting period, his benefits are automatically reduced one-fourth. If this person happens to be an average worker, he would draw a benefit of about $52 or $53 for each of the three weeks under the present schedule — a rate of wage-loss compensation of about 48 per cent for each of the three weeks. The one-fourth automatic reduction in wage-loss compensation because of the waiting period means in effect that the weekly rate of compensation is not 48 per cent, but a lowly 36 per cent.

Waiting periods in unemployment insurance are predicated on the assumption that they give workers an incentive to secure employment and at the same time relieve the administrative agency of the burden of processing small claims.

Regardless of the validity these arguments may or may not have, they cannot possibly stand up if the waiting period is retained, but made payable on a retroactive basis only when unemployment spells last longer than the waiting period.

Employers' persistent opposition to any liberalization of the waiting period on the basis proposed transcends all limits of reason. They seek retention of the present unduly harsh waiting period only because they have a financial incentive in "experience rating" of their individual accounts to keep benefits as low as possible. As for the "administrative" argument against liberalization, retroactive payment for the waiting period would certainly not materially increase the work load of the Department of Employment, because once a claim is established, it is processed under the terms of the law. When retroactive payment of a waiting period becomes due there is hardly any additional expense in writing a larger check for the retroactive compensation.

(4) Establish a maximum 39-week duration period within the basic benefit structure on a permanent basis without regard to the level of unemployment.

At the 1959 session, legislators compromised this recommendation by providing for the extension of benefits only for persons who exhaust their basic benefit when the number of unemployment insurance claims is 6 per cent or more of covered employment under the law. These so-called "extended duration benefits" are payable in the two successive quarters following a quarter in which the average number of weeks claimed is 6 per cent of covered employment. During the first quarter in which extended duration benefits are payable, primary claims, additional claims, and continued claims may be filed. During the second quarter only additional and continued claims may be filed.

Since the duration of the extended claim is limited to one-half of the period of the base award, the 26-week maximum is proportionately raised to 39 weeks. These extended duration benefits are not charged against the accounts of individual employers, but are financed separately on a counter-cyclical basis.

The importance of providing a longer duration in the payment of benefits was clearly demonstrated when in April this year, the Director of Employment announced that the extended duration law had been triggered by the level of claims. He pointed out that between then and September 30, extended benefits would be provided to an estimated 67,500 exhaustees during the second and third quarters of this year.

The rate of exhaustion is not necessarily related to the level of unemployment. In 1958, exhaustions of benefits in California during that recession year numbered 154,707, or 22.6 per cent of first claims. In 1959, despite a somewhat improved employment situation, the percentage of exhaustions actually increased to 22.8 per cent.

Here we have the basic justification for permanently extending the duration of benefits.

Economists are recognizing that the complicating factor prolonging unemployment spells during recessions is the

effect of rapid technological advances in productivity, which, in turn, makes it possible for the economy to show signs of a pick-up at the production end without substantially increasing employment or rehiring the unemployed. The productivity factor, entering as we are on the threshold of automation, has become increasingly signficant in coping with the problems of unemployment during recession periods. There is every reason to believe that in recessions of the future, as currently indicated, we will experience a certain lag in employment, which makes it most urgent that the basic unemployment insurance duration period be increased to 39 weeks, in keeping with the nature of cyclical unemployment, the conditions of which the program was intended to cover.

But even more important, the rapid pace of technological advancement is accelerated in periods of prosperity, thus causing more and more basic displacement of individuals for prolonged periods because of the necessity, in many cases, of gaining reemployment in an entirely different industry or occupation.

Further, much of the technological unemployment being experienced requires retraining. In this regard, the extended duration bill passed in 1959 contained a unique provision for payment of retraining benefits. This program permits claimants to draw the extended duration unemployment insurance benefits (only when an extended duration exists) while enrolled in an approved school for retraining, under conditions spelled out by the Department of Employment regulations. This retraining program, which must also be incorporated into the permanent extension of the duration period, must be developed immediately by the Department of Employment into an operating program to offset the hardships imposed upon workers and their families when unemployment is of a nature that retraining becomes individually and economically desirable for job placement.

This is especially important for older workers, who by technological advancement and automation are the hardest hit when retraining becomes necessary. Special consideration should be made for older workers, as evidenced by their higher than average duration of unemployment spells. During 1959 the percentage unemployed for 15 weeks or more for the age group 25 to 44 was 29 per cent; for the age group 45 to 64, it was 34 per cent; and for the age group 65 and over, it was 40 per cent. The exhaustion of benefits is also proportionately higher among the older workers.

All of this is concrete evidence that demands action by the 1961 session of the legislature.

(5) Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, employees of non-profit organizations, and of city, county and state government.

The gross shortcomings of the California unemployment insurance program in regard to coverage are highlighted by these Department of Employment figures:

In 1959 there was an average of 3,756,000 employed workers covered by unemployment insurance, but this was only 64.7 per cent of average employment of 5,808,000 in the same year. In other words, 35.3 per cent of employed persons were without protection of unemployment insurance.

In the last session of the legislature, the Federation sought to improve this deplorable situation by repealing exemptions and extending coverage for the following: agricultural workers, estimated at 300,000, not counting contract foreign nationals; employees of non-profit institutions and firms, some 60,000; employees of state, county and local governments, approximately 600,000; and domestic employees, 120,000.

At one point it appeared that coverage had been accomplished for 660,000 employees of non-profit organizations and state, county and municipal governments, providing for annual benefits of about $11.9 million. The Democratic party leadership in the Assembly, however, took it upon itself to swap this $11.9 million in benefits for the new coverage groups for a $4.8 million increase in benefits for those already covered. It was a questionable bargain to strike at the expense and hopes and aspirations for coverage of the workers involved.

California labor will again press the 1961 session of the legislature for the exercise of responsibility to the more than a million wage and salary earners who are potentially eligible for unemployment insurance, and who have been denied this protection because of the existence of double standards in the minds of lawmakers. This is especially the case when it comes to those most in need of protection, such as the agricultural workers and domestic workers.

The extension of coverage to employees of non-profit organizations and state, county and municipal government would impose no new burden on the unemployment insurance fund. The rate of unemployment in these groups is consistent with the general level of unemployment experienced among covered groups.

In the case of agricultural and domestic workers, however, it is claimed that these are high unemployment coverage groups, and that because their cost as a group would exceed the three per cent maximum employer contribution, their addition to coverage would impose a cost burden on other employers. Under the financing principle of individual firm experience rating, this is what is called the addition to coverage of "negative accounts."

We understand well the employer approach that bringing in "negative accounts" such as agricultural workers and domestics would affect the contribution of other employers who are not so-called negative accounts. We can understand the employer point of view, but we would remind them that the unemployment insurance program is a **social insurance program.** We cannot, under any circumstances, accept the argument that only certain workers are "insurable." Social insurance programs are specifically designed to transcend the private carriers' approach to insurance. We would urge the employers to recognize this fact. And we would urge them also to recognize that, therefore, all employees should be covered, and this specifically means agriculture.

By the same token, we are not asking them to drop their so-called seasonality argument against such coverage. In effect, we are asking them to recognize that jobless workers, to draw benefits, must be "available for work," and must "accept suitable employment," and that, if their seasonality argument has any validity, it is implemented through the "seek work" and "availability for suitable employment" requirement.

(6) Abolish "merit rating" or "experience rating" as a system of financing unemployment compensation alien to the concept of a social insurance program.

Again at the 1959 session of the legislature, a number of improvements were made in the financing of unemployment insurance to provide an adequate reserve fund for the payment of the increased benefits achieved at that session of the legislature. Among these improvements was an increase from $3,000 to $3,600 in the taxable wage base for the payment of employer contribution taxes, which expanded the tax base by 13.7 per cent. The limitation on benefit charges to individual employer accounts to 18 weeks per year was eliminated, and now charges are made for benefits for the entire 26 weeks per benefit year.

The maximum rate of both the so-called high and low tax schedule was raised from 2.7 to 3 per cent, and the zero tax contribution rate in the low schedule was eliminated, so that both financing schedules have a minimum contribution of three-tenths per cent for experience rating purposes, with the low schedule being more liberal and generally lower for contribution purposes. In addition to these and other changes in financing, an entire additional financial structure was added for the financing of the extended duration benefits enumerated above under point (4) of this section.

Nevertheless, the basic defect in the financing provisions of unemployment insurance remains. This is the principle of individual "merit rating," or "experience rating" of employers on the basis of their own unemployment experience.

The defects of this basic system of financing were pointed out in section (a) of this policy statement. They are sufficient reason for the legislature to take action to correct the evils of a financing system that rewards the employer for his diligence and success in getting persons disqualified from benefits and holding down the general level of benefits.

The successes achieved are reflected in the level to which benefits have been held as a percentage of payrolls. When the unemployment insurance law first went into effect, the percentage of wages taxable under the wage base at that time brought almost all wages within the financing base. By 1959, taxable payrolls as a percentage of total payrolls had actually dropped to 59.8 per cent. In the past 13 years alone, since 1947, there has been a drop of approximately 24 percentage points. Thus, in 1959, while the average weekly wage in covered employment was $102, the average taxable weekly wage was only $61.

Thus, the actual cost of benefits to the employer over the years has steadily gone down, with exceptions for recession years, not because of higher employment levels, but because employers have been able to hold benefits to a shrinking percentage of total wages while they have been pay-

ing taxes on a shrinking percentage of taxable wages. The increase in the taxable wage base from $3,000 to $3,600 last year hardly did more than erase a few years of the long trend toward decreasing the tax base, which will continue in the future unless the tax base is kept moving forward with increases in wages.

These successes of the employers, achieved through the incentives provided by the merit rating system of financing, have all been bought at the expense of the unemployment insurance program itself.

Employers, we have pointed out on numerous occasions, frequently argue that since workers reap the benefits of unemployment insurance and do not pay the cost, we should not be concerned with the methods of financing. Apart from the fact that workers do pay the cost as they are shifted to consumers of the products of industry, this argument ignores an even more important fact, proving over the years of operation of the program that the method of financing has a direct bearing on the level of the benefit structure and the accomplishment of the purpose of the program. Any method of financing which diverts attention from the real purpose of unemployment insurance and centers it on the tax rate of individual employers is of vital concern to workers of this state.

Again, we recognize how deeply rooted the present financing system is in the minds of employers, especially those who are in industries which, by their very nature, are more stable than others. In a realistic vein, therefore, we call for at least the following minimum steps for action and reorientation in the financing provisions of unemployment insurance consistent with the social insurance principle:

(a) Abolition of the individual firm merit rate in consideration of a uniform merit rate, which would vary from year to year, in accordance with experience of all employers, and which would be applicable to all employers.

(b) Overall reconsideration of the program to provide for contribution payments on a counter-cyclical basis, so that maximum payments could be made during so-called "good times" and minimum payments during so-called "bad times."

(These two principles have been established in the separate financing of extended duration benefits in 1959.)

(c) Finally, we urge a substantial increase in the taxable wage base for employer contributions in keeping with the rise of covered wages, so that, in turn, the level of benefits may be kept in step with rising wages.

Section (a) adopted, pp. 28-29; Section (b) adopted as amended, p. 29.

V

UNEMPLOYMENT DISABILITY INSURANCE

(a) As recommended for unemployment insurance, the maximum weekly benefit should be increased to $70, with additional benefits for dependents at the rate of $5 per week for the first dependent, and $2.50 per week for each additional dependent, limited by a $20 maximum for dependency benefits.

Like the unemployment insurance program, the California disability insurance program is also a wage-loss system, based on the social insurance principle, and designed to complement the unemployment insurance program. Thus, the arguments for increasing the level of benefits for the unemployment insurance program, advanced in Statement of Policy IV, apply with equal force in regard to unemployment disability insurance benefits.

Since the wage base and scope of coverage for unemployment disability insurance is essentially the same as for the unemployment insurance program, average weekly earnings are likewise estimated by the Department of Employment to be approximately $107.

At the 1959 session of the California legislature, the Federation was successful in obtaining an increase in the maximum benefit from $50 to $65. This substantial increase, however, has already fallen behind rising wage levels of employees covered by the disability law. On the basis of the well-recognized principle that the maximum should equal at least two-thirds of average covered earnings, the unemployment disability insurance maximum should be increased from $65 to at least $70 a week.

Unlike the unemployment insurance benefit schedule, the disability schedule is a very good one, except for the maximum. It is a uniform $25-step schedule, that is, the weekly benefit increases $1 for each additional $25 of earnings in the high quarter of the base period of the qualifying disabled worker. Thus, at the present $65 maximum, the person qualifying for this benefit amount is being compensated at a wage-loss rate of 56 percent. Since there is no need to revise the sched-

ule, the recommended $5 increase in the maximum can be accomplished simply by adding five additional steps to the present schedule.

Under this revision, the $70 benefit would be obtained by a disabled worker who has high quarter earnings of $1,625. The rate of wage-loss compensation at this new level would still be 56 percent, and therefore well within the recognized benefit formula which organized labor has traditionally supported and advocated for both unemployment and unemployment disability insurance.

It is to be noted additionally, that unemployment disability insurance benefits are financed entirely by wage earner contributions of one per cent on their first $3,600 of annual earnings. Within the principles governing this social insurance system, workers are fully entitled to realize the benefits for which they are willing to pay.

At the present time, because of the extensive benefits won at the 1959 session of the legislature, the state disability insurance fund is running a substantial deficit. Obviously, the recommended liberalizations in this section would increase the operating deficit, and therefore require an eventual increase in employee contributions.

Such an increase in contributions, however, should not be necessary until a number of steps have been taken to effect long overdue reforms in the status of the state disability insurance fund.

First, there are the excessive reserves available for disability benefits. This includes not only the level of the state disability fund itself, but also worker contributions during the years 1944 and 1945 made into the unemployment insurance fund, but made available for payment of disability benefits when the program was established in 1946. Although these reserves in the unemployment insurance fund are available for disability benefits, they are actually still being held in the unemployment insurance fund.

Thus, as of May this year, there were $104.4 million of workers' contributions in the state disability fund itself. Available in the unemployment insurance fund for payment of benefits are another $103 million (the 1944-45 worker contributions), plus the $28 million which these contributions have earned in interest. This means that there are well over $200 million available for the payment of benefits, far in excess of the amount needed as a reserve in a program where there is a steady inflow and outflow of funds without any substantial long-term incurred liabilities.

In this regard, developments have taken place in the past year which are of deep concern to organized labor and require appropriate actions of an administrative character. It was noted that at the present level of benefits, a substantial current operating deficit is being experienced in the state disability fund. When the $65 a week benefit was enacted last year it was known that an operating deficit would result. The legislature decided, however, not to increase worker contributions because of the large reserves in the disability fund which had been accumulated over the years of lower benefit payments.

In order to make up the current operating deficit, however, the Department of Employment has been selling long-term 4½ per cent federal government bonds in which a large portion of the disability insurance reserves are invested. This was brought out in an Assembly Interim Subcommittee hearing on social insurance last fall. These high-interest rate, long-term bonds are being sold to meet the operating deficit, instead of transferring moneys in the unemployment insurance fund which are the worker contributions available for disability compensation, and drawing low interest from government bonds in Washington. The effect is to retain low-interest bonds and sell the high-interest bonds. In addition to losing the 4½ per cent interest rate, the market value of these long-term bonds has also dropped below par as the result of the high interest rate policies of the Eisenhower Administration, thus producing a net capital loss to the disability insurance fund as the bonds themselves are sold.

This is totally unnecessary because, as the Department of Employment's principal counsel stated before the Interim Committee, there is no question about the Department having the authority to transfer the earmarked worker contributions for use in the payment of disability benefits, thus eliminating the necessity of selling the high-interest yielding bonds at a below par price. The only impediment to the transfer apparently is the pressure of employer groups on the state government, who in the past have made no bones about the fact that they want those $103 million earmarked for disability benefits to remain in the unemployment insurance fund, in hope that they can be used to pay for unemployment insurance benefits, and thereby hold down their

contributions into the unemployment insurance fund. The Interim Committee brought out the point that an estimated $2 million a year in interest is being lost to workers by not transferring the funds available for disability insurance payments.

The California Labor Federation has long sought the transfer of the funds being held in the unemployment insurance fund, plus the $28 million in interest. This must be done immediately, as there is no reason why workers should be deprived of the use of their own contributions.

With the transfer of the $103 million, plus the $28 million in interest, to the disability fund, there is no doubt that the higher benefits recommended could be financed without immediately raising employee contributions. There should be no necessity of increasing worker contributions until the "unreasonable" reserves have been worked down to an "actuarily sound" level.

Once an actuarily sound reserve is reached, the legislature should then seek means of making ends meet. When this time arrives, California labor believes that if an increase in contributions is necessary, it should be by raising the present ceiling on taxable wages above $3,600, instead of increasing the one percent contribution rate.

But before raising contributions, there are also other reforms that are necessary which would improve the condition of the state disability insurance fund. These relate to the financial relationships of the state disability insurance fund with the voluntary plans permitted under the law that are underwritten by private carriers. Legislative attention should be given to the "adverse risk" to the state fund which results from voluntary plan selection of high wage groups.

When a voluntary plan is approved in lieu of the state program available, the one percent contribution on the $3,600 wage base goes to the voluntary plan. Because there is no protection to the state fund, the voluntary plans may select high wage industries or groups where the one percent contribution can be realized on the full wage base.

That the voluntary plans have engaged in this type of adverse risk selection (adverse to the state fund) is only too apparent in the wage statistics available for both the state plan and voluntary plans. The latest available study of the Department of Employment shows that average weekly wages of voluntary plans in 1958 was $112.44, as compared with $86.51 in the state plan. Average taxable wages (net) for voluntary plans was $71.26, as opposed to $62.54 for the state plan. As the benefit structure in the state plan is increased and voluntary plans become more expensive to private carriers, the incentive for engaging in adverse selection of high wage groups also increases. The state plan must take all groups that are not selected by the private carriers.

There are other figures that show the adverse effect of this adverse selection on the state fund. A Department of Employment study published in October, 1959, shows that the voluntary plans in the period covered by the study had only 23 per cent of what are considered the high-benefit cost groups in industries, while they had 63 per cent of the low-benefit cost groups. This was in the period 1950-1953, when the voluntary plans had about 55 per cent of the coverage. Since then, as state plan benefits have been increased through Federation action, the voluntary coverage has dropped to 42 per cent in 1959, and an estimated 35 per cent this year. Despite the drop in coverage, they continue to get a disproportionate share of the worker contributions.

There is adverse risk selection also by the voluntary plans in regard to female count. In 1959, the female count represented 33 per cent of covered employment. In the state plan, the female count was 40.5 per cent as compared with 22.8 per cent in voluntary plans.

In addition to the adverse risk selection by voluntary plans, there is the matter of the distribution of costs between voluntary plans and state plans for so-called extended liability benefits, which are those paid to disabled persons after they become unemployed. The state disability insurance fund has lost millions of dollars in extended liability benefits because of accounting procedures in assessing charges to voluntary plans.

At the 1959 session of the legislature, substantial improvements were made in this regard. As to current extended liability payments, the whole accounting and allocation procedure was changed to put the extended liability account fund on a substantially pay-as-you-go basis with a better distribution of charges between voluntary plans and the state plan. The accumulated deficit in this amount, over the years, (all paid out from the state plan in terms of actual benefits) was,

however, suspended until 1961 when the legislature will again be faced with the issue of the accumulated deficit.

Since the inception of the extended liability account through December 1958, benefit charges, all paid out of the state fund, amounted to $105.8 million. Despite the almost 50 per cent coverage of workers by voluntary plans during these years, the private carriers only paid for $13.5 million of these $105.8 million of extended liablity benefits. The accumulated deficit in the extended liability account as of April 30, 1960 is calculated at $59.4 million, again all paid out by the state plan, plus other millions for which the state plan has been charged unfairly under the allocation procedures between state and voluntary plans that existed prior to the 1959 amendments.

Thus, in 1961, in addition to corrections necessary with regard to the adverse selection of risks by voluntary plans, improvements are also necessary for the state disability fund position in regard to extended liability benefits.

It should be noted finally that improvements in all these respects would reduce the present operating deficit, help finance needed improvements, and at the same time postpone the day when contribution rates will have to be increased after reserve funds have been worked down to an actuarily sound level.

(b) The waiting period for all disability spells lasting more than one week should be compensated on a retroactive basis, and completely eliminated in the case of accidents.

Under present law, the waiting period for disability benefits is one week, except in cases involving hospitalization, for which there is no waiting period.

As pointed out in the policy statement on Unemployment Insurance, there can be no justification for denial of retroactive payment of benefits for the waiting period when the disability exceeds seven days. Indeed, in the case of disability insurance, the provision in the law requiring a doctor's certificate of the disability is witness enough to the existence of such disability, and gives adequate protection to the reserve fund against abuses.

We have also pointed out repeatedly in regard to disability benefits that the denial of benefits for the first week may actually increase the drain on reserves because of the implicit monetary limits placed on medical aid during the early stages of illness, which in turn may prolong the illness and thereby tend to increase the duration of the claim and drain on the fund.

In addition to providing for retroactive payment of the waiting period, as proposed, there is no good reason for having any waiting period in the case of accidents which do not involve hospitalization. Seventy-one and four-tenths per cent of the voluntary plans have already removed the waiting period for accidents completely, attesting to the reasonableness of this recommendation.

(c) Full disability insurance coverage should be extended to all wage and salary workers presently excluded, including agricultural and domestic workers and employees of non-profit organizations, and of city, county and state government.

All of the reasons set forth in the policy statement on Unemployment Insurance for the extension of coverage with regard to that program apply equally here. (See Statement of Policy IV. Since the coverage provisions of both the unemployment and unemployment disability insurance law are part of the same sections of the Unemployment Insurance Code, the extension of coverage for unemployment insurance would automatically extend coverage under the disability insurance program. Failure to extend coverage under unemployment insurance, should not, however, preclude separate consideration with regard to disability insurance.

(d) Unemployment disability insurance should be extended to any injury or illness caused by or rising in connection with pregnancy.

As indicated earlier, approximately one-third of covered employees in the disability insurance program are working women. This means that there are approximately 1,240,000 women covered by the law.

These figures indicate the magnitude of the deficiency that exists in the state disability insurance program because no provision is made for coverage of disabilities caused by or rising in connection with pregnancy.

At the 1959 session of the legislature,

the Federation proposed a measure that would have removed this basic deficiency, but the bill was defeated in committee.

Best estimates indicate that if permitted by law, there would be about five pregnancy claims per year per one hundred average eligible women workers covered by the state plan. This means that there are approximately 72,000 women covered by the state and voluntary plans who are presently in need of coverage for this type of disability. However, the only women realizing the protection are those who are covered by 8.3 per cent of the voluntary plans providing a measure of coverage for pregnancy, usually six weeks of benefits.

Because of the limited and frequently absent provision of pregnancy benefits in negotiated health and welfare programs and other voluntary health insurance programs, the coverage of pregnancy disabilities by the state disability insurance law is of great importance to the many working women in our state. It is time for the disability insurance law to recognize that a typical working woman is no longer a stereotyped single girl, living at home, supported by her family, working for so-called pin money and awaiting marriage. The Women's Bureau of the U. S. Department of Labor has repeatedly pointed out that, typically, she is 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.

In the face of these facts, pregnancy protection has been denied, despite the fact that pregnancy is a natural function of women.

(e) In the alternative that Congress does not act on the urgent need to provide health care for the aged as a matter of right, based on the social insurance principle within the federal Old Age and Survivors and Disability Insurance program, the California Labor Federation, AFL-CIO will press for the establishment of such a program at the 1961 session of the California legislature under the state disability insurance program by the establishment of a separate fund financed by a one per cent tax on covered employer payrolls, for the provision of comprehensive health care for persons over 65 who have retired from covered employment, such health care to cover both in-patient and out-patient medical care.

The pressing, almost completely unmet health care needs of the aged, and the overwhelming evidence of the failure of negotiated health and welfare and other voluntary plans to provide for their needs has been established in Statement of Policy VIII, calling for immediate Congressional action.

In the event Congress fails to act, we in California labor cannot ignore our responsibility to the thousands of aged persons who have contributed so immensely to the wealth of this state. Despite the superiority of a federal program, which we will continue to press for, our conscience dictates that if Congress fails the aged this year, we must press for action by the 1961 session of the California legislature.

We have also outlined in Statement of Policy VIII what constitutes adequate and comprehensive health care for the aged. Such a program, based on the principle of social insurance and the provision of benefits as a matter of right, is entirely feasible for establishment under the state disabiilty insurance program, which is a social insurance system.

The program which we will seek to incorporate under the disability law will embrace the following broad principles:

1. Establishment of a separate fund under the disability insurance program, based on a one per cent contribution of employers on their taxable payrolls covered under the disability insurance law.

2. Provision of benefits to all those over age 65 who have retired with a reasonable coverage base under the disability insurance program.

3. Comprehensive benefits to include both in-patient and out-patient care.

4 Provision of full benefits for the spouse and/or dependents of eligible persons.

5. Full freedom of choice for the beneficiaries in selection of physicians and other medical services.

Section (a) adopted as amended, p. 67; Sections (b) (c) (d) and (e) adopted, pp. 67-68.

VI

WORKMEN'S COMPENSATION

(a) The most serious gap in the

California workmen's compensation program, the lack of rehabilitation training benefits, must be closed by the 1961 session of the state legislature by amendment of the state program to provide 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, to be financed by a 10 per cent allocation of employer workmen's compensation premiums into a rehabilitation fund.

California labor has repeatedly called attention to this most serious shortcoming in the California Workmen's Compensation Act — the lack of adequate provision for the rehabilitation of injured workers.

Despite the repeated proposal of measures by organized labor to close the gap, the state legislature has failed to come to grips with the problem. The only positive action taken was in 1955 when the legislature created a small fund, to match available federal funds, for the operation of a pilot project to study the extent and the need for vocational rehabilitation of the industrially injured and other related problems. The pilot project was begun in 1956 and has been continued by subsequent legislatures in 1957 and 1959.

These very limited steps are in sharp contrast with the need for effective action. Back in 1951, a state Senate Interim Committee on Workmen's Compensation Benefits expressed the shortcomings of the California workmen's compensation program in no uncertain terms:

"Physical restoration of injured workers is an obligation of industry and a primary purpose of workmen's compensation laws. Over the years, the aim toward physical restoration has been represented by demands for the best medical and surgical services without limitation as to the period such services must be rendered. This program meets the requirements . . . where recovery enables the workers to return to their former jobs and perform to 100 per cent of their original capacity. But many workers suffer injuries that leave them incapable of performing the duties of their former occupations. From the time workers suffer injuries of this latter severity, and often when they suffer injuries of much lesser severity, they are subjects for economic rehabilitation— a service, or a combination of services, that will restore these disabled workers to the fullest physical, mental and vocaitonal usefulness of which they are capable."

With regard to the California's workmen's compensation law, the report added:

"Except for the requirement for physical restoration, through medical, surgical and hospital care and treatment, our workmen's compensation law makes no provision whatsoever 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."

In 1954, in a major study of workmen's compensation laws of the United States, the U. S. Department of Labor had this to say:

"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 completed without a third goal — the rehabilitation of the worker to optimum family, social and economic life."

This goal, the Department added, "is potentially the most significant improvement in the concept of workmen's compensation."

Again, in reporting to the 1959 session of the California legislature, the state Senate-Assembly Joint Interim Committee on Education and Rehabilitation of Handicapped Children and Adults said:

"The present California law has no provisions for vocational rehabilitation of the injured worker who is unable to return to his former employment. Although the industrially injured worker is eligible for vocational rehabilitation services offered through the Vocational Rehabilitation Service of the State Department of Education, which are financed by state and federal funds, there are many difficulties in making this service effective. At the present time there is no effective method of referral of industrially injured workers to the Vocational Rehabilitation Service, nor is there any positive motivation for the carrier to refer or encourage a claimant to seek rehabilitation services. Residence requirements, means tests for certain services, and legal complications surrounding the worker's claim have tended to reduce the effectivness of vocational

rehabilitation service for the industrially injured."

In another portion of the report, the Committee noted that "an increased number of cases are being settled by 'compromise and release' with little or no consideration being given to the rehabilitation needs of the claimant. The uncertainty as to the duration of temporary or the amount of permanent benefits the claimant will receive and his general reduced economic circumstances contribute to this reluctance to involve himself in any prolonged plan for rehabilitation without assurance of adequate financial support."

In its findings regarding the problems of rehabilitation of the industrially injured, the report added:

"Perhaps the most universal observation reported by workers in the field of rehabilitation is that many claimants who need and could benefit from vocational rehabilitation decline services because of inability to maintain themselves and their families during the period of rehabilitaiton. . . . As great a deterrent as the lack of income itself is the uncertainty of income during the period of rehabilitation. During the period the claimant is receiving temporary compensation, he is uncertain as to when it may be discontinued and is often without any source of support during the period that he is waiting to receive his 'permanent rating.'"

The Joint Interim Committee introduced a limited measure at the 1959 session to provide rehabilitation training benefits. This, like the Federation-sponsored, more comprehensive measure, went down the drain.

The 1961 legislature which convenes in January can no longer escape its responsibility for action by approving only face-saving appropriations for continuation of the above-referred to pilot study begun in 1956. The final report of this pilot study will be available when the legislature convenes. The latest progress report issued as of the end of 1959, however, confirms not only the need for action, but also gives an indication of the many injured workmen who would benefit from rehabilitation training if adequate provision were made for both its availablility and the maintenance of injured workers while undergoing the training. The ratio of acceptances of injured workers for rehabilitation training under the pilot program indicates that at least 1,000 injured workers annually would benefit by such adequate provision of rehabilitation training.

It is to be noted that when the final report of the pilot study is made available, apart from its valuable information, it will not concern itself with the fixing of responsibility for rehabilitation in the law. This will be the key issue before the 1961 legislature.

As we have stated on previous occasions, the Federation is of the firm belief that such responsibilities should be fixed in the law with the employer and/or his workmen's compensation insurance carrier. Inasmuch as accidents are an inescapable part of industrial production, it is industry, and not the state, that should bear the burden of restoring an industrially injured man to his fullest possible wage-earning capacity, in much the same manner as industry must bear the cost of restoring the usefulness of a broken piece of machinery. Insurance companies, we have pointed out, should recognize that although rehabilitation may represent the expenditure of a fairly large sum of money at one time, this initial cost should save them considerable amounts in the long run in medical and hospital expenditures on persons unable to work without rehabilitation, but who would be restored to gainful employment with rehabilitation training.

In justice to the injured worker, rehabilitation training benefits should be provided under the law in addition to all other benefits now provided. An award granted for a permanent disability cannot in any circumstances be interpreted to relieve the moral obligation of providing rehabilitation benefits. Permanent disability benefits are only a form of reimbursement for impairment. Rehabilitation does not remove this impairment. It merely helps the injured worker lead a more useful life in spite of the impairment.

Additionally, during the period of rehabilitation training, the injured worker should receive full disability benefits. This goes to the heart of the all-important problem of providing adequate maintenance support during the course of rehabilitation training.

As pointed out above, the importance of such maintenance benefits was emphasized by the Joint Senate-Assembly Interim Committee report in 1959. The U.S. Department of Labor also strongly recommends the provision of maintenance income. Its report on state workmen's compensation laws issued at the begin-

ning of the year shows that 16 states and the District of Columbia provide for special maintenance or other compensation to facilitate the rehabilitation of an injured worker. The states are: Oregon, Utah, Arizona, North Dakota, Minnesota, Wisconsin, Missouri, Arkansas, Mississippi, Ohio, West Virginia, New York, Massachusets, Connecticut, Alaska and Hawaii.

Finally, consistent with our firm conviction that industrial accidents and the cost of restoration are a cost of industrial production, we recommend that the financing of an adequate rehabilitation training program be borne by industry. To assure adequate financing, therefore, ten per cent of workmen's compensation premiums paid by the employer should be allocated to a special fund for the financing of the rehabilitation program recommended above for addition to the state's workmen's compensation law.

(b) The wage-loss compensation standard established in the California workmen's compensation program since 1914 should be permitted to operate through the range of incomes of injured workers without the present rigid limits of $52.50 and $65 on the maximum weekly benefit amount for permanent and temporary disabilities respectively, subject only to the requirement that such weekly benefit payments not exceed an amount of $150 per week to prevent the exhaustion of workmen's compensation funds by high-salaried executives.

The wage-loss standard written into the California law in 1914 provides for the compensation of the industrially injured at 65 per cent of average weekly earnings, reduced, however, to 61.75 per cent because of a provision in the law which requires that average weekly earnings be taken at 95 per cent of actual weekly earnings.

While employers have not contested the level of this standard, they have repeatedly sought to subvert its operation by placing artificial limits upon the amount of average weekly earnings that may be included in the computation of the weekly benefit amount based on the wage-loss compensation ratio. Thus, the maximum weekly benefit for temporary disabilities is held to $65 a week by a ceiling on average weekly earnings of $105.26. In the case of permanent disabilities, the maximum weekly benefit is held to $52.50 by an artificial ceiling of $85.02 on average weekly earnings.

The devasting effect of these artificial ceilings on weekly earnings is revealed in the latest report of weekly wages of injured workers in California issued by the State Division of Labor Statistics and Research. This report covers weekly wages of injured workers for September 1959, which is already a year behind time, and thus understates the case.

Yet, the Division report shows that approximately 37 per cent of all employees injured on the job earn more than $105.26, the amount of earnings necessary to qualify for the maximum temporary disability benefit of $65 per week. In other words, 37 per cent of workers suffering temporary disabilities are not realizing the full benefit of the wage-loss compensation standard in the law. Looking at the earnings of men alone, the division points out that a full 43 per cent are being short-changed.

In the case of injuries causing permanent disabilities, not even the average worker is permitted the benefit of the law's wage-loss compensation principle. The report shows that the average weekly wage of injured workers for September 1959 was $98.33. The maximum weekly benefit of $52.50 for permanent disabilities is only 54 per cent of this average. The Division's statistics show that approximately 62 per cent of workers suffering permanent disabilities earned more than $85.02, the amount of earnings necessary to qualify for the maximum permanent disability benefit of $52.50 a week, and therefore are not realizing the wage-loss compensation standard in the law. Taking men alone, some 69 per cent of those receiving permanent disabilities are being compensated at less than the legally established standard.

In the face of these irrefutable statistics, compiled directly from the injury reports required by law to be filed with the Division of Labor Statistics and Research, it is incumbent upon the legislature to take immediate action when it convenes in general session next year. Since the workmen's compensation law was established on the fundamental principle that the injured worker receives a stipulated amount of compensation for his lost wages in return for giving up his right to sue his employer at common law for injuries that fall within the scope of the workmen's compensation law, it is time

that this principle be put into full operation.

We therefore call upon the legislature to repeal the artificial limits that presently exist on average weekly wages so that all workers may be permitted to receive the stipulated wage-loss compensation amount for injuries which they receive while contributing to the productive wealth of our state and nation. We recognize, however, that without any ceiling whatsoever on average weekly earnings, highly paid executives who may be injured in their offices would be permitted to draw weekly benefits running as high as $617.50 a week, for example, for an executive who is paid $52,000 a year. Thus, there is a need for some limit to make sure that all wage earners are permitted to realize the stipulated wage-loss compensation amount, but without permitting a drain on workmen's compensation funds by executives who are not intended to be the primary beneficiaries of workmen's compensation legislation. Thus, we recommend a ceiling on average weekly earnings that would cut off the payment of benefits above $150 a week for both permanent and temporary disabilities.

This benefit limit of $150 per week would establish the operation of the full range of the stipulated wage-loss compensation ratio in the law for all persons earning less than approximately $12,500. Only about six per cent of the nation's families have incomes of over $12,500.

(c) In addition to the basic weekly benefit amount, provision should be made in the workmen's compensation program for the payment of dependency benefits at the rate of $5.00 per week for the first dependent, and $2.50 for each additional dependent, subject to a maximum of $20 on total dependency benefits.

Although the payment of additional benefits for dependents is well established in the death benefit provisions of our workmen's compensation law, the legislature has failed to recognize that its validity extends equally to weekly benefits payable for temporary and permanent disabilities.

In the consideration of dependency benefits, it should be remembered that the 65 per cent wage-loss compensation principle in our workmen's compensation law is actually reduced to 61.75 per cent by the computation of earnings at 95 per cent of actual earnings. The provision of dependency benefits, therefore, should be considered as an offset to this artificial reduction for those injured workers who have family responsibilities.

As of December 1959, according to the U. S. Department of Labor, thirteen states have adopted the concept of additional benefits for dependents. They include: Arizona, Idaho, Illinois, Massachusetts, Michigan, Montana, Nevada, North Dakota, Oregon, Utah, Vermont, Washington, Wyoming.

(d) The seven-day waiting period should be compensated on a retroactive basis whenever the disabling injury extends beyond the duration of the waiting period.

The arguments that have been set forth in the policy statement on Unemployment Insurance for retroactive compensation of the waiting period in that program apply equally in the case of workmen's compensation.

It has been noted that the legislature last year justifiably removed the waiting period altogether when an industrial injury requires hospitalization. This long overdue step should be augmented by removing the one remaining defect in the waiting period provision, namely, the law's failure to provide for retroactive payment.

(e) In cases when industrial injury causes death, indemnity benefits should be paid to the dependent spouse until death or remarriage, with additional benefits for other dependents, thus eliminating the arbitrary character of the present limitation placed on the duration of death benefit payments.

Death benefits under the California workmen's compensation law are payable at the temporary disability compensation rate. Unless commuted to a lump sum, the surviving dependent widow receives $65 a week until she exhausts the amount established as the death benefit award. The benefit award, which varies with the degree of dependency and whether or not the surviving spouse has or has no dependents, determines, therefore, the duration of the death benefit. Regardless of the age of the surviving spouse, the

same maximum governs the duration of death benefits.

Similarly, other factors that demand flexibilty are not presently recognized.

The recognized need of converting our present death benefit formula to a life pension, with the payment of benefits to the dependent spouse until death or remarriage and with additional benefits for other dependents, has been repeatedly advanced by California labor. It is so widely recognized among impartial experts in the field of workmen's compensation that even the U. S. Department of Labor is recommending the elimination of artificial limitations on the duration period, and the adoption of the life pension concept until death or remarriage. In its latest study of state workmen's compensation laws, the Department also recommends that the children likewise be provided for until they reach 18, and after 18 if disabled. "To achieve this objective," the Department says, "the limitation on benefits for widows as to the period of time or maximum monetary amount should be removed."

At the 1959 session of the legislature, instead of converting to the recommended program, the legislature consented to a substantial increase in the present death benefit structure by increasing the amount payable to a totally dependent wife with children from $15,000 to $20,500; the benefits payable to a totally dependent spouse without dependents from $12,000 to $17,500; and the maximum amount payable for a partial dependency from $12,000 to $15,000. Apart from the adequacy or inadequacy of these amounts, retention of the existing structure of benefits presents a recurring problem of revising the death benefit amount as wage levels rise and the need for increasing weekly benefit payments occur. The legislature should try to establish as much flexibility in the law as possible so that recurring amendments are not necessary.

Translation of the present ceilings into duration periods demonstrates the point. A totally dependent spouse, without children, of a deceased worker whose average weekly earnings was sufficient to qualify for the maximum temporary disability benefit amount would receive $65 as a death benefit for a period of only 269 weeks, or approximately 5.1 years ($17,500 divided by $65). On the other hand, a totally dependent spouse with minor children would receive the $65 weekly benefit for 315 weeks, or about six years ($20,500 divided by $65).

These inadequate duration periods, of course, are actually inflated because of the fact that they are computed on the basis of the present inadequate temporary disability benefit. This inadequacy was indicated under section (b) of this policy statement by the fact that 37 per cent of injured workers are today receiving less than they are entitled to under the wage-loss compensation principle embodied in the California law. Thus, if the temporary disability benefit were fully adequate, the duration period for death benefits would be even more inadequate.

An indication of the inadequacy of the duration period for death benefits is found in the studies of the State Division of Labor Statistics and Research regarding the dependents of California workers killed in industrial accidents. The latest study published is based on 786 fatally injured workers. Of these, 613 or 80 per cent, left widows whose median age was 41. While this median age presents problems for the spouse in entering the labor market, it also indicates that several years' compensation at the weekly temporary disability rate would not begin to make up the support which the spouse of a 41-year-old widow would have been able to provide had there been no fatal industrial accident.

The Division's figures also show that 61 per cent of the widows, numbering 372, were left with chilren under 18 years of age. Nearly 25 per cent of the widows had three or more children. Needless to say, care of the widow's minor children is a severe additional handicap to the widow in seeking employment after the death of her husband.

The Division's findings offer substantial justification for repealing the present death benefit structure and establishing the new criteria recommended.

It is to be noted by way of precedent that nine states and the District of Columbia already make provision for continued payment of death benefits during widowhood. These states are: Washington, Oregon, Nevada, Arizona, North Dakota, West Virginia, New York, Connecticut and Alaska.

(f) To accomplish full coverage under workmen's compensation, provision must be made for mandatory extension of protection to domestic servants.

The 1959 session of the California legislature removed one of the biggest loopholes in mandatory coverage by extending workmen's compensation to farm workers on the same basis as other workers. The legislature did not, however, take any action with regard to domestic workers. They are presently excluded if they work less than 52 hours per week per employer, except where the employer voluntarily elects coverage.

A Federation-sponsored measure to extend full coverage to domestic workers died in committee, but a weaker bill to extend mandatory coverage to domestic workers earning $50 or more in cash a month was passed by the State Assembly in 1959, and then killed in the Senate Labor Committee.

Because of the low coverage that presently exists in domestic service, there is sketchy factual information on the rate of accidents in domestic service. However, what sketchy information is available clearly corroborates the high accident rate that is generally attributed to household and related domestic service. Extension of coverage is as much in the interest of employers of domestic help as the employees involved.

(g) Vast liberalization of the life payments for permanent disability ratings deserves the full consideration of the state legislature.

The statutory schedule for benefit payments where the injured worker is given a permanent disability rating lags considerably behind adequate standards for this type of work injury.

Under the present schedule, a permanent disability rating of one per cent entitles an injured worker to four weeks of compensation at the 65 per cent wage-loss compensation rate. For a ten per cent rating, the number of compensated weeks is forty, and thereafter the schedule provides forty weeks of additional duration at the 65 per cent compensation rate for each additional ten per cent of permanent disability incurred, until 400 weeks of compensation is provided for a 100 per cent permanent disability rating.

Life payments do not begin after the exhaustion of the specified number of weeks of compensation at 65 per cent wage-loss unless a 70 per cent or greater permanent disability is incurred. For a 70 per cent permanent disability rating, a life pension continues at a compensation rate of 15 per cent of average weekly earnings. The schedule then increases 15 per cent in the rate of life pension compensation for each additional 10 per cent of permanent disability until a 60 per cent life pension is provided for a 100 per cent disability rating.

Although the life pension compensation rates were increased by one-third last year, both they and the duration period for 65 per cent compensation before the life pension takes over are in need of vast liberalization.

Obviously, there can be no real compensation for a person who incurs a 100 per cent disability rating from an industrial injury. Certainly such an individual is entitled to a life pension that compensates him for 100 per cent of his wage-loss. With this the basic criteria, the life pension schedule should be liberalized so that a 90 per cent permanent disability rating draws a life pension at a wage-loss compensation rate of 90 per cent. An 80 per cent permanent disability should draw an 80 per cent life pension, etc., so that the life pension compensation rate is the same as the permanent disability rate for all permanent disabilities of 50 per cent or more.

With regard to the duration periods of compensation at 65 per cent before the life pensions take place, these should be at least doubled.

Such a proposal was submitted to the California legislature in 1959, and secured only limited recognition in the life pension advancements pointed out above. A similar proposal should be presented to the legislature in 1961 as a basic part of the overall program of the Federation for liberalization of workmen's compensation.

(h) Full freedom of choice of doctors should be permitted under workmen's compensation.

For the first time in many years, the legislature in 1959 took a partial step in the direction of providing for free choice of physicians by industrially injured workers at the expense of the employer and/or carrier. It was provided that if a change of physician is not given the injured worker within 14 days after request, the injured worker shall have free choice in the selection of his own physician at the expense of the carrier or the employer,

with further provision that in any event, in a serious case, the injured employee shall be entitled to a consulting physician of his own choice at the expense of the employer, rather than being entitled to a consulting physician provided by the employer.

In view of the wide acceptance of the principle of free choice of physicians in America, especially in the development of voluntary health insurance programs, it is incomprehensible why it has taken the legislature so long to even modify the previously existing medical care provisions of workmen's compensation which placed almost complete control of the physician in the hands of the employer or insurance carrier. Indeed, it is even ironical, because the medical association has repeatedly joined with the employers and the insurance carriers to deny the application of the principle which they so vociferously insist upon in other medical care programs.

We are thankful, however, for the basic step forward taken last year. It remains for the legislature in 1961 to take the final step and give the injured worker the full freedom of choice that he deserves.

(i) In order to prevent profiteering on the injuries of workers, the procedures for establishing workmen's compensation insurance premium rates should be revised so that minimum rates established by the insurance Commissioner are based on no more than the loss experience of the State Compensation Insurance Fund.

At the present time minimum premium rates for workmen's compensation are established by the Insurance Commissioner, based on an expense loading factor for insurance carriers of almost 40 per cent. This high loading factor allowed by the Insurance Commissioner is traditionally based on the experience of the least efficient insurance carriers who underwrite only a small portion of the workmen's compensation insurance in the state.

The drastic consequences of such an outrageous procedure for setting minimum rates is immediately apparent. For example, every time a needed liberalization measure is presented to the legislature the cost is quoted in terms of both the actual benefit increases to workers and the vastly inflated premium cost to employers. For every $61.75 increase in benefits, premium increases are quoted as $100.00 for employers, even though the benefit increase may require nothing more on the part of carriers in administrative expenses than writing a larger dollar amount on a benefits check.

Year after year, after a liberalization bill is secured through the legislature, the Insurance Commissioner automatically allows the approximate 40 per cent expense loading factor in adjusting premiums. This has the effect of denying workers justified increases in workmen's compensation in order to give insurance carriers a free ride on the backs of the injured workers.

In many instances, this excessive expense loading is also passed back to the employer through dividend payments on workmen's compensation policies issued, or shared with the private carrier.

A measure of the inflation of premiums is found in the loss experience of the State Compensation Insurance Fund, which is established by law, supposedly to be competitive with the private carriers in the writing of workmen's compensation insurance.

Under the minimum rates set for 1959, based on the approximate 40 per cent expense loading factor, the State Fund paid out in all benefits, including monetary and medical benefits, only $63.08 for every $100 collected in premiums. In the case of the State Fund, a large portion of the unnecessary loading for expenses is returned to the employer. Many insurance companies, however, either pocket the excess premium or dissipate it through extravagant commissions and brokers' fees and otherwise inefficient administration practices, including the costs of fighting the claims of injured workers. In either case, a large portion of the benefits which the legislature though it was giving to injured workers is dissipated.

If a minimum premium rate-setting proceduure is to have any meaning, such minimum rates should be set on the basis of the experience of the State Compensation Insurance Fund. At the same time workers would be protected from those private carriers which find lucrative traffic in the injury of workers, even though their affairs are conducted on a totally inefficient basis, but receive full remuneration based on a guaranteed rate in no way related to sound business practices.

Sections (a) and (b) adopted, p. 68; Section (c) adopted as amended, p. 68; Sections (d) (e) (f) (g) (h) and (i) adopted, pp. 68-69.

VII

AGRICULTURAL LABOR

(a) The near-feudalistic condition of American farm labor, covering the entire scope of social and economic conditions ranging from wages to education and housing, has been brought about by dual standards of public policy and a national moral callousness toward an important segment of our labor force. Masquerading in the garments of family farmerism, the corporation farm interests have perpetrated a hoax upon the American people resulting in the exemption of farm workers from standard socio-economic legislation together with the creation of government-sponsored wage-cutting and strikebreaking sources of imported workers.

Exploitation without parallel in contemporary America is the lot of the 4.2 million farm workers who annually produce the $33 billion worth of food and fibre flowing from what is still the nation's biggest industry. The abysmal poverty of the many serves as the basis of a semi-slave structure supporting the riches of the corporation farmers — "agribusiness," as they are known — whose securities are listed on the "big board" at the New York Stock Exchange.

Of this total domestic farm labor force, only 700,000 are more or less year-round employees. About 1.6 million of these workers perform farm labor more than 25 days but less than 150 days per year and have annual earnings, including those received for non-farm work, averaging about $600 annually.

These workers are employed primarily by the large-scale farms of America. The Bureau of the Census found that as long ago as 1954, half of the wage bill paid for hired farm labor was incurred by two per cent of our farms. About 70 per cent of the total expenditures for hired farm labor were made by only five per cent of all farms.

During the years 1910-14, the average hourly farm wage was about 67 per cent as high as that of the average factory worker. By 1945, it had dropped to 47 per cent. In April 1960, the average American farm worker was paid less than 33 per cent of the wage received by production workers in our manufacturing industries. At that time, the average hourly wage of our factory workers was $2.28 while that of farm workers was only 75 cents hourly.

Commenting on this aspect of the problem, A. H. Raskin, labor reporter for the New York Times, observed:

"And even this fails to give a real measure of the farm worker's penury. For a man must live by the year, not by the hour. On that yardstick the farm laborer is so much an alien to normal American standards that Protestant missionaries from 27 countries of Europe, Asia and Africa seek assignment to migrant work camps. They explain that conditions there come closest to those they will have to contend with when they move on to stations in Nepal, Sierra Leone, Korea and other areas of great want."

This disparity in wages tells a portion of the story. Another segment of it centers around the almost total exclusion of these forgotten people from the benefits of socio-economic legislation and the fringe benefits now taken for granted in most other industries. The exemption of farm workers from the protections of the National Labor Relations Act accounts for a major portion of the backwardness of wages and the non-existence of fringes such as employer-financed vacations, holidays, sick leave, pension and welfare plans.

On top of this, Congress and the state legislatures have refused to put a floor under farm wages. There is no limit as to the length of the work day and work week, nor are there premium rates for overtime. When work is unavailable, there is no unemployment insurance. In most states, California being an exception, workmen's industrial accident insurance does not apply. Most farm workers are also excluded from coverage under the Old Age and Survivors Disability Insurance Program. Even county relief is frequently denied due to residence requirements.

These exclusions of agricultural workers did not take place by chance. They are the product of many years of careful lobbying by agribusinessmen. They are the fruit of systematic and expensive public relations programs designed to cloak corporate agriculture with the image of family farmerism. On the pretext of saving the family farmer as a bulwark of our democracy, the argument has been put forth that agriculture must be exempted from the social controls governing all other industry. Corporate agribusiness has reaped the harvest of these exemptions and has used them to crush competition and drive out of farming the very man

the exclusions were intended to save — the family farmer.

In housing, agricultural workers often receive far less in the way of comfort and care than do the animals exhibited at our state and county fairs. They live roofless in the open air in brush arbors, or in tents, signboard huts, old chicken coops, stables and ramshackle houses. Entire families are crowded into one room where birth, life and death take place without privacy. Many of these dwellings are rented at exorbitant rates, fully exploiting the farm worker's lack of alternative quarters.

The agricultural workers' health is not on a par with the national average. Unable to afford private health care, his family normally goes without treatment. Even if a public clinic should be available, they are frequently forced to deprive themselves of badly needed medical attention because they cannot afford to lose time on the job. Their life expectancies are shorter than the national average. Susceptibility to many diseases is higher and the incidence of infant mortality is much greater.

The diet of agricultural workers inevitably reflects their meager incomes. Unable to purchase proteins and needed fresh vegetables, they pay a toll of malnutrition and stunted growth. Compared to the food consumption pattern of the average American family, it has been estimated that the depressed purchasing power of our 2.5 million families of farm workers results in a reduction of about $1.5 billion annually in their food purchases. For the average farm worker family's dinner table, this would mean a weekly shortage of over $11 worth of groceries.

The children of agricultural workers are living reminders of this on-going tragedy. On this group of innocents is being poured the ills of the present agribusiness system. They are denied access to various community facilities. On the move with their parents, their drop-out rate from school is high. All too frequently they encounter one "crop holiday" after another, with tragic effects on basic schooling. They are not welcomed in many schools, and there are all too few teachers with special preparation for the remedial teaching these children require. The New York Times article elaborated on this point:

"With their father's wage so far below the national average family income . . . the children of these wanderers are in bondage to the cycle of crops that shapes their lives. A boy is born 'in the potatoes'; his baby sister dies 'in the asparagus.' By the time a youngster is 10, he is much more expert at cultivating the fields than at cultivating his mind."

These children become lost to America as the potential teachers, doctors, lawyers, craftsmen and technicians they might have been. In a time of national demand, their potential lies undeveloped. In the time of their childhood, their hopes for the future have already been blighted.

The exclusion of farm workers from the minimal safeguards long deemed essential even to workers in industries offering more stable conditions of employment is in itself an act of grave national and moral irresponsibility. Yet even this unpardonable situation has been aggravated through enactment of a "temporary" labor importation program which has rendered the federal and state governments extremely active and effective partners of agribusiness in depressing farm workers' wages and working conditions to a point where they no longer even remotely resemble American standards. Only in recent weeks is there indication that this relationship between government and agribusiness is being modified (see section c).

This "emergency" program was initiated during World War II when 13 million Americans were in uniform and a genuine labor shortage did exist. During the first year of this program, the importation of only 52,000 foreign workers was all that was required to do the job nationally. Last year, some 438,000 braceros were imported under Public Law 78. In the 1958 peak season, the 92,000 foreign contract workers in California alone were skillfully manipulated by the growers to impose their standards upon the state's 300,000 domestic workers.

Backed by this reservoir of exploitable labor, growers have been able to offer unacceptable wages to domestic workers, secure in the knowledge that the government's labor importation program would take care of the artificial shortage. In the face of this program, the economies and tax bases of rural communities underwent severe damage.

Some of the consequences for domestic farm workers were described a year ago by the four distinguished consultants appointed by Secretary of Labor Mitchell to evaluate the effect of this out-dated law. They established that the importation program reduced the amount of work avail-

able to domestic farm workers despite statutory provisions that domestics had prior rights to employment. Wage rates proved to be depressed most drastically in those areas where imported labor predominated. Growers employing Mexican Nationals were found to pay less than their neighbors who relied upon domestic workers.

These conditions were permitted to exist despite the law's clear injunction that imported labor may not be employed if it adversely affects the wages and working conditions of domestics. Although the law supposedly prohibited employment of braceros except on a temporary basis to meet emergency shortages on essential crops, the consultants found that thousands were employed on skilled and semi-skilled jobs in non-essential commodities on a year-round basis. Over 60 per cent of the braceros were utilized in crops already in surplus.

The violation of the requirement that braceros be paid the prevailing wage received by domestics has been so flagrant as to completely reverse the apparent original intent of Congress. This provision in Public Law 78 has been distorted into a practice whereby the prevailing wage acceptable to braceros has become the rate with which domestic farm workers are effectively saddled.

California labor strenuously protests the procedures whereby agribusiness in the past has been given a blank check regarding the determination of wages to be paid and the number of foreign workers to be imported. We vigorously disagree with any proposals to continue a program which has brought about a system of domestic colonialism through the development and institutionalization of a semi-slave labor force to be tapped from abroad at the convenience of the corporate giants of agriculture. It is apparent that the abuse of the braceros by agribusiness has negatively affected our relations with Latin-American peoples. Beyond these considerations, we are alarmed by the increased use of bracero workers in non-agricultural occupations, including the assembly line and the crafts.

The American people have widely recognized that workers have a right to share in the productivity increases taking place in their industries. The backward trend of the compensations offered to farm workers over the last decade would suggest that agricultural productivity has either lost ground or has failed to keep abreast of the steadily growing efficiency of other industries. In fact, quite the opposite is true.

Agricultural output per man hour has far outpaced the rest of the economy. Since the end of World War II, output per man hour in agriculture has been accelerated by 125 per cent. At the same time, real farm wages have risen by only six per cent, leaving cash wages as a percentage of total farm production cost at only nine per cent — exactly half of what they were fifteen years ago. In view of this consideration alone, further delay in correcting the gross inequities suffered by this vast army of workers can find no reasonable support.

(b) Organized labor hails the recent brilliant successes of AFL-CIO's Agricultural Workers Organizing Committee in its campaign to organize agricultural labor. The solidarity of the farm workers themselves, as demonstrated so dramatically during their successful effort to maintain the wages and conditions negotiated by AWOC in California's crop harvests thus far, must now be met by a similar display of support from the main body of California labor if the grower offensive now being mounted is to be repulsed.

Some of the deformities produced by the agribusiness system of labor exploitation have been cited in section (a) of this policy statement. These are by no means a full accounting of the injuries inflicted upon millions of men, women and children. Nor can these wrongs be righted by wage increases alone.

What agricultural workers need and must have is the creation of functioning machinery for bargaining collectively with their employers so that they may make their own place in the economic sun. The security arising from such an achievement will bring new stability and out of this stability basically will come political, educational and economic programs to replace the agricultural workers' present degraded status with a new dignity.

Thus, the crying need is collective bargaining, not simply ameliorative laws! The give-and-take of the bargaining table, rather than the pittances they have learned to expect from legislatures and Congresses—this is what agricultural workers know they must have and will have.

In 1959, the American labor movement took long-awaited concrete steps toward

bringing basic democratic rights and economic justice to agricultural workers by establishing the Agricultural Workers Organizing Committee, AFL-CIO as its official organizing arm. America's millions of farm workers, hundreds of thousands of them living and working in California, now look with renewed faith at organized labor as they struggle to build a trade union of their own.

The scope of the problems confronting both AWOC and the workers themselves in attempting to organize this citadel of anti-unionism can hardly be exaggerated. It was with heartfelt warmth that union members throughout the state and nation greeted the news a few months ago of virtually unprecedented victories resulting in the harvesting of 99 per cent of the bumper cherry crop in the Stockton-Linden area under terms negotiated by AWOC calling for a 25 per cent increase in wages over last year, and the observance of certain working conditions. In applauding this victory, the Executive Council of the California Labor Federation at its meeting on June 9-10, 1960 adopted a statement which read in part:

"AWOC strike actions to enforce negotiated wage standards and working conditions were successful almost without exception throughout the cherry harvest season. Most significantly, union picket lines were observed by the crop's 7,000 workers, and all efforts to import Mexican Nationals as strikebreakers were effectively repulsed.

"In this victory we extend congratulations to AWOC, and pledge to them again our continued full support in their historic struggle to raise the conditions of life and labor of agricultural workers to a level of 'parity' with their brothers and sisters in the organized sectors of our economy.

"We particularly take pleasure in noting that the successes of AWOC in the cherry harvest are already being extended to other areas where the harvest is in progress.

"A pattern of organizational successes has been established which promises the achievement of labor's historic goals of extending the benefits of organization and unity of action to the long neglected farm workers.

"The anti-union farm organizations and perennial supporters of 'open shop' legislation have reacted to these successes of AWOC in a typical pattern of agitation for restrictive laws presently being advanced under the guise of saving so-called 'perishable crops.' As in the past, they are demonstrating once again that they will stop at nothing to retain their stranglehold and virtual dictatorial control over the lives and working conditions of the men and women who make up the labor force in agriculture . . .

"The Executive Council of the California Labor Federation serves notice that it is fully alert to the developing situation and the agitation to use restrictive anti-labor legislation to deny farm workers their prior rights to employment over imported Mexican Nationals, and to place a legal noose on their expressed desires for self-organization to improve their miserable lot.

"We therefore publicly announce at this time that the California Labor Federation, AFL-CIO, will continue to press with renewed vigor and determination to advance the legal and organizational rights of the most exploited sector of our labor force."

As the AFL-CIO movement in California, assembled in convention, we underscore this pledge of united support.

We would be seriously mistaken, however, to permit the gains scored thus far to obscure the real issues and the main struggle now shaping up in the form of mobilization of grower resistance on a new and massive scale by reactionary agribusiness leadership. This resistance is being directed not simply at the modest wage adjustments demanded by workers but against the fundamental concept of unionism itself. We can rest assured that no effort will be spared by these growers who are determined to exclude the agribusiness way of life from compliance with twentieth century economic democracy.

Failure to meet this challenge would be an abdication of trade union responsibility, as well as an unconscionable insensitivity to the meaning of our affirmations regarding the dignity and brotherhood of man.

Organized labor in California seeks nothing from the giants of agriculture which has not been conceded long ago by virtually every other sector of the business community as the most elementary rights of working people in a free society.

The stakes in this issue are high and extend beyond the borders of California and the nation. They embrace our dedication to the principles of freedom and progress in our relationship to the developing free trade union movement of those un-

committed areas of the world holding the key to the profile of tomorrow.

The growers are involved in a situation of their own making, built from the tainted profits extracted over many decades and their refusal, even in 1960, to depart from a variant of the way of life that in 1860 had brought America to the very threshold of the most bloody domestic struggle in all of modern history. Although chattel slavery disappeared in our land almost 100 years ago, its direct descendant is with us even in California just beyond our backyards.

It is the earnest hope of California labor that not a single crop will be sacrificed by the growers as the American conscience bestirs itself in behalf of the most elementary standards of decency for the families of farm workers. But this is a matter which the growers themselves must decide. The California labor movement is dedicated to human values and the rights of workers to share in the wealth of our economy.

(c) Although the achievement of collective bargaining rights nailed down into contractual form is by far the most important single measure of prevention against the human misery caused by the miserable conditions forced upon agricultural workers, organized labor will intensify its efforts to obtain effective action in order to secure for farm labor the benefits of standard socio-economic legislation as well as the drastic reform and gradual abolition of the foreign labor importation program.

In expressing our solidarity with farm workers in their emphasis upon organization as the quickest and surest way to deal with the myriad problems with which they are besieged, we do not overlook the importance of redoubling our energies at the legislative and administrative levels in order to facilitate the processes of humanization and unionization of this industry.

On the basis of our experience with other industries, our continued efforts in behalf of legislation required to facilitate first-class citizenship for agricultural workers will be undertaken in the full knowledge that this industry's employers will also one day recognize that the advantages of a stabilized domestic labor force far outweigh the immediate adjustments that would be necessitated.

The record of ineffectualism compiled by the California legislature in dealing with these problems has been exceeded only by the insensitivity of the U.S. Congress. While these august bodies share a major burden of the responsibility for inaction, we must recognize that a substantial portion of the fault in the past rests with the indifference to be found in much of the general public.

To successfully tackle this job at the legislative level, we are fully aware of the need to offset the emotional appeals that the growers' elaborate press agentry has built around the "perishable crops" issue by maintaining a sense of proportion in the public's mind as to the relative importance of the perishability of a vegetable as compared to the permanent ruination of a dream and a hope in the souls of hundreds of thousands of children born to farm labor parents.

We must remember that a crop is lost periodically by an act of nature without any profound or permanent damage to society. Should another be lost in the course of correcting a throwback to an earlier age in the evolution of mankind, it will be the inevitable consequence of the wrath engendered by a prolonged and excessively callous provocation of the best instincts of humanity.

To implement first-class citizenship for agricultural workers, organized labor in California dedicates itself to work for enactment of the following programs at both federal and state levels where appropriate action is necessary:

1. Drastic reform of foreign labor importation programs to provide ironclad prohibitions against importation of farm labor unless a genuine shortage of domestic labor is conclusively demonstrated, and then only under conditions of decent wages and working conditions which protect imported and domestic workers alike, and give effective meaning to the prior employment rights of domestics. The pro-

gram should be progressively reduced as part of a gradual adjustment to total termination.

2. Full extension to farm workers of the right to join unions of their own choosing and the machinery for acquiring collective bargaining representation.

3. Full extension of minimum wage, unemployment and disability insurance, and other socio-economic legislation. (See relevant policy statements.)

4. Provision of low-cost sales and rental housing divorced from grower control to offset the reduction that has taken place in housing units available to farm labor families as a result of the growers' increasing reliance upon imported non-family labor.

5. Provision of such assistance as is necessary to wipe out the vast deficit of health, educational, and community facilities for farm workers.

6. Improvement of job placement services for domestic workers so as to maximize work schedules and wages by developing a system of itinerary planning and registration.

7. Granting an equal voice to worker representatives in the determination of prevailing wages and availability of domestic workers.

8. Full enforcement of Wagner-Peyser Act prohibitions against referral of workers to jobs affected by a labor dispute.

9. Effective safeguards in the licensing and regulation of farm labor contractors to prevent further victimization of workers.

10. Guaranteed access of the public to all pertinent information regarding the bracero program.

11. Extending to domestic workers contract guarantees, such as the minimum number of hours to be worked during the contract period, as now afforded to Mexican Nationals.

12. Repeal of the McCarran-Walter Act provision permitting importation of workers with even fewer safeguards than are contained in Public Law 78.

13. Adequate enforcement machinery and personnel, together with a more firm dedication to implementation of the letter and spirit of the law, to guard against infringements upon the rights of both domestic and imported farm workers.

14. Provision of adequate sanitary facilities to safeguard the health of both workers and consumers.

15. Creation of a state Agricultural Labor Resources Committee to study the entire range of farm labor problems with a view to formulating public policy recommendations designed to elevate the condition of farm labor families to the highest possible level, and to develop the domestic farm labor force to the maximum.

Adopted, pp. 69-70.

VIII

SOCIAL SECURITY

(a) The abysmal void facing our 16 million senior citizens as a result of the conclusive failure of voluntary programs to meet their compelling health care needs can only be filled through the enactment of a Forand-type program of prepaid health care under the Social Security System with financing provided through a payroll tax shared equally by employers and employees.

The ranks of America's 16 million citizens over 65 years of age are being swelled by another million every three years. The circumstances under which most of them are striving to maintain their health is one of the most dismal and shameful aspects of American life today.

Only one out of five of our senior citizens is employed in any manner. The total income for 60 per cent of this group falls below $1,000 annually, while another 20 per cent receive less than $2,000. These income totals include the average OASDI retirement benefit of $73 per month in effect at the beginning of this year. The pathetic inadequacy of these income levels is highlighted by the state Division of Industrial Welfare's determination that $2,647 minimally was required by a single working woman to maintain an adequate standard of living as of March 1960.

Since medical care requirements for this group are abnormally high, the rise in medical care costs since 1947-49 at about twice the rate of increase for all other items in the Consumer Price Index has had an especially severe impact. It contributed substantially to Secretary of Health, Education and Welfare Flemming's conclusion last year that three out of four elderly persons were utterly unable to meet the costs of serious illness.

To contend with these costs, only about 40 per cent of the aged have health insurance of any type. For the great majority of those covered, the unusually high premiums charged by commercial

carriers provide benefits far inferior to those available to younger persons.

In addition to confirming these statistics as to income levels of our senior citizens, Senator McNamara's Subcommittee on Problems of the Aged and Aging made the following pertinent findings this year:

(1) Increased longevity has brought with it a dramatic shift to chronic ailments in the nation's health profile. These chronic diseases, which typify the elderly, differ from acute illnesses in that they develop at first without any easily detectable symptoms, are long-lasting, and usually result in disability after-effects.

(2) The over-65 group has two to three times as much chronic illness as the rest of the population. They require a greater and steadier use of drugs and medicines.

(3) Long-term chronic conditions require special services, such as early diagnosis, preventive treatment, medical-social services, sustained rehabilitative and semi-custodial care.

(4) When acute illness strikes, the aged are disabled longer and require more medical attention. Between 1953 and 1958, their per capita health expenditures rose 74 per cent compared to only 42 per cent for all age groups. This left the hospital, drug and medical costs of our senior citizens 120 per cent higher than the average.

The only arrangement available to the elderly other than those on public assistance rolls, for dealing with their health problems has been the voluntary group or individual health insurance programs of commercial carriers. As a result, older workers have been by and large relegated upon retirement to the category of spent resources, to fish for themselves in a sea infested with profit-hungry sharks who offer extremely limited health coverage at inordinate costs.

It must be recognized that the development of these voluntary programs has been largely on a "dog-eat-dog" basis whereby private carriers have catered primarily to our more selfish animal instincts by fragmenting the community into experience-rated groups. They have offered higher benefits at lower costs to some through the device of terminating coverage for older workers upon their retirement. The choice in such a situation is almost invariably governed by selfish considerations. Profit-conscious employers in union-negotiated programs are only too willing to go along with such an arrangement. The consequence is that the high-cost older workers are then experience-rated separately on the basis of the high risk they represent to private carriers.

Organized labor has played a significant role in the development of voluntary health insurance plans in the hope that they would do the job. The degree of their inadequacy, however, was demonstrated conclusively in a 1958 survey of 211 collective bargaining agreements by the Division of Labor Statistics and Research. This agency found that union-negotiated health plans provided continued coverage upon retirement, generally with reduced benefits, for only 7.4 per cent of the 854,000 California workers included in the study. For some additional workers, limited conversion rights were available.

Unlike the medical associations and the insurance companies, labor has recognized the failure of these voluntary programs and has lent every effort to the development of an alternative approach through the use of the Social Security mechanism in achieving a system of prepaid health insurance.

As to the amount of the medical expenses defrayed, a federal study of pensioners found that only 14 per cent of the couples and 9 per cent of the single persons who incurred such costs in 1957 drew any private insurance benefits whatsoever. Under such circumstances, preventive care and treatment of seemingly minor ailments go out the window. Thus, in addressing itself to the seriousness of the health problems of the aged in its April 16, 1960 issue, **Business Week** editorialized:

"For far too many of these, long life has meant shrunken incomes, increased sickness, loneliness and the shame of being a candidate for a handout from society. . . . The issue, then, is not whether there is a problem but rather how to meet the problem."

Rather than attempting to meet a problem which has forced recognition from even such conservative editors, the Eisenhower Administration remained without any proposals whatsoever until a few months ago. In its frantic search for an election year face-saver, the Administration came up with its Medicare Plan. This proposal, a subsidized "voluntary" approach, would exclude the majority of aged people from any benefits, while extending a $1.2 billion subsidy to private insurance companies, shared equally by federal and state governments. Various governors, including that of the wealthy state of New York, have indicated it would be difficult or impossible

for their state to provide the matching funds necessary to make the program available to the residents of their states.

While imposing a $24 annual premium upon senior citizens, the bulk of those eligible would have to pay the first $250 in medical expense out of their own pockets, followed by $20 out of each additional $100 expenditure. A means test would be applied. Preventive care features would be totally ignored. The inefficiency and extravagance of conducting such a social insurance program through a multitude of private insurance companies would be further compounded by the proposed establishment of one federal and fifty state agencies to administer the Medicare Plan.

Commenting upon such an approach, the **Business Week** editorial observed:

"Indeed, after studying Flemming's able report, and the arguments on all sides of this issue, we are forced to conclude that the voluntary approach simply will not do the job. The problem basically is that the aged are high-cost, high-risk, low-income customers. Their health needs can be met only by themselves when they are young or by other younger people who are still working. The only way to handle their health problem, therefore, is to spread the risks and costs widely, and that can best be done through the Social Security System to which employers and employees contribute regularly."

This precisely outlines the approach long adhered to by organized labor as it has spearheaded the campaign for enactment of a health care program under the Social Security System as embodied in the Forand bill and other Forand-type proposals.

In the provision of health care benefits for the aged, organized labor stands for a comprehensive, balanced program geared to the special health needs of the aged. Such a program would include the following elements in its benefits structure:

1. Complete in-patient and out-patient medical care.

2. Full coverage of hospital costs.

3. Emphasis on prevention of illness and on early diagnosis and treatment.

4. Treatment and rehabilitation in skilled nursing homes and under supervised programs for home nursing care, including the provision of homemakers' services, physical and occupational therapy, medical-social services and dietary counseling.

5. Coverage of prescription drugs.

6. Stimulation of research and expansion of demonstration programs for community health services.

Together with the provision of supplemental benefits for retired persons in need of health care services who are not covered by Social Security, these constitute in broad terms the essential elements of the kind of program necessary to meet the needs of our senior citizens under a program financed through the Social Security mechanism.

In terms of such a comprehensive approach, it is apparent that the Forand bill, vigorously supported by organized labor, is itself a compromise with the actual needs of the aged. The Forand bill does not pretend to solve the whole problem of medical care for the aged. Designed to guard against total disaster, it would pay in full for 60 days of hospital care for persons eligible for OASDI benefits (including dependent children of widows), meet the cost of combined nursing home and hospital care up to 120 days a year, and certain surgical expenses. The measure includes standard safeguards as to quality of care, negotiation of rates and the freedom of cooperating institutions from government interference. Program costs would be financed by an additional quarter of one per cent Social Security tax on employers and employees, and a three-eighths per cent tax increase on self-employed persons.

Despite the overwhelming demands of the American people for action along these lines, the powerful House Ways and Means Committee, in June of this year, working under the same Republican-Dixiecrat coalition that put over the Landrum-Griffin bill, rejected both the Forand bill approach and the unacceptable Eisenhower Administration proposals. Instead, the committee pushed through its own aged medical care proposals, embedded in an "omnibus" Social Security bill sent to the House floor under a closed rule to prohibit substitution of any Forand-type medical care program.

The House-adopted medical care provisions in the "omnibus" Social Security bill compound the evils of the Eisenhower Administration's federal-state program of public assistance with a "pauper's oath" approach in a new program designed to assist states in providing a limited medical care benefit for the aged who may be determined by the states, as they may choose, to fall into a new category of "medical indigents." At

best, the House proposal would dole out charity to one million aged persons.

The hope for action is now focused on the U. S. Senate, where a concerted effort is being made by liberal-labor forces to amend Forand-type provisions into the "omnibus" Social Security bill passed by the House. At preliminary June hearings on the bill, held by the Senate Finance Committee just prior to the recessing of Congress for the nominating conventions, amendments to accomplish this purpose were introduced by Senator Clinton P. Anderson, and since have been given the best chance of enactment over all other Forand-type proposals.

The Anderson amendments — backed by the AFL-CIO — would make payments for health care available as a matter of right to be paid from a special account in the Social Security fund. The account would be made up from an increase of one-fourth per cent in both employers' and employees' Social Security tax.

The benefits of the Anderson amendments are in some respects broader than the Forand bill, and with this wider scope, other limitations were added in order to hold down the cost. Eligibility, therefore, is restricted to OASDI beneficiaries at age 68, who number approximately nine million. Benefits would include hospital care up to 365 days, with an initial deductible of $75, repeated after 24 days; special services in hospitals, to include laboratory, X-ray, private duty nurses, and physical restoration; skilled nursing home care covering recovery up to 180 days; and visiting nurse services for 365 days.

Under the Anderson amendment, persons not covered by Social Security would be covered to some degree by the medical aid provisions of the House "omnibus" bill. In addition, the Anderson proposal can be broadened to bring railroad workers into the program.

Organized labor in California joins with organized workers across the country in pressing Congress for enactment of at least the Anderson amendments before adjournment this year. Although they fall short of meeting the far-reaching health needs of the aged, their enactment will at least establish a sound base for a meaningful health care program for the aged within our Social Security System. Our ultimate goals, however, remain the comprehensive approach outlined earlier in this statement.

(b) The extremely unrealistic income levels of OASDI beneficiaries demand extensive improvements in benefit and coverage provisions, as well as adjustment of severe inequities, through increasing the contributory wage base from $4,800 to $6,000 annually along with a rise in the employer and employee contribution rate as necessary.

After a lifetime's contribution to building the nation's economy, it is incumbent upon the world's most prosperous and productive nation to provide for the retirement of workers in a manner that avoids poverty, unnecessary suffering from illness, and deterioration from boredom caused by lack of financial resources for travel, recreation and other constructive activity.

In this responsibility, our society has failed most miserably and inexcusably. The average retired worker eligible for OASDI benefits received $73.12 monthly from this program in February 1960. This sum represents less than one-fourth of the normal take-home pay enjoyed by the gainfully employed American people at that time. Furthermore, many of our 16 million persons over 65 years of age were not eligible for these benefits. Supplementary income is available to no more than 30 per cent of the OASDI beneficiaries through some form of private pension coverage. With three out of five retirees receiving less than $1,000 income annually from all sources, it is evident from these considerations alone that we remain far removed from a satisfactory solution to the retirement problem.

But there are many other specific shortcomings aggravating this situation. There is no mechanism for the adjustment of OASDI benefits in line with rising living costs. Although typical living costs for a single person are about 70 per cent of those incurred by a couple, present OASDI provisions leave widows with only half the amount received prior to the death of their husbands. Disabled persons are denied benefits until they reach the age of 50, even though their family responsibilities are apt to be at their peak in the years preceding that age. Delegation of authority to the state for determination of eligibility regarding disabled workers results in further gross injustices for this group.

Retirement benefits for minority group members are particularly low due to their lifelong subjection to discriminatory employment practices resulting in a below-average accumulation of retirement credits. Technically covered individuals, such as migratory farm workers, arrive at retirement without any credits or ex-

tremely low benefits due to the unrealistic coverage provisions of the law.

Reduction of the benefit level to 75 per cent for retired workers' wives who elect to start drawing benefits at the age of 62 has the effect of forcing workers to stay on the job for several more years until their wives are entitled to full benefits.

The increasingly severe employment discrimination based on age considerations affecting workers between 40 and 64 reduces the "average monthly earnings" formula used in determining Social Security benefits. It also denies many workers over 65, who are often in sound health and at their productive peak, of the opportunity to continue in gainful employment.

Generally minor steps in the direction of dealing with some of these problems are contained in the House-passed "omnibus" Social Security bill which was discussed in section (a) of this statement in relation to medical care for the aged. This measure drops the present limitation rendering disability benefits unavailable to persons under 50 years of age. It does nothing, however, about liberalizing the present strict definition of total and permanent disability. Benefits would be raised slightly for 400,000 surviving children of workers covered by the social insurance program. Work requirements would be amended so that eligibility would depend on one quarter of coverage for every four quarters, instead of the present two quarters. OASDI Trust Fund earnings would be made more nearly equal to the rate of return being received on the open market by purchasers of government obligations.

The coverage effect of the House-passed measure, now in the Senate, would be to extend the OASDI program to some 1.3 million more people. Aside from inclusion of the disabled, this would include the 600,000 made eligible by the revised work test requirements, 150,000 self-employed physicians, 25,000 widows of workers who died before benefits became available in 1940, some domestic help, and employees of non-profit concerns. It would also expedite coverage for some employees of state and local governments.

To render OASDI's benefits commensurate with the needs, organized labor advances the following program to supplement the constructive features contained in the House-passed bill:

(1) Raising the contributory wage base from $4,800 to $6,000 in line with rising productivity and earnings in order to make realistic benefits possible. If necessary, the contribution rates should also be increased.

(2) Bringing benefit levels more closely in line with living costs, including a boost in the minimum monthly benefit level from the present $33 to at least $50.

(3) Computing benefits on years of highest earnings.

(4) Extending coverage to all presently excluded workers.

(5) Relaxation of the over-strict long-term disability benefit requirements.

(6) Coverage of temporary disability on a national basis.

(7) Extending full retirement privileges to all at 60 years of age.

(8) Payment of higher primary benefits to persons working beyond the age of 65.

(9) Application of the escalator principle to benefit levels to insure against the impact of rising living costs.

(10) Liberalization of disability insurance and extended unemployment compensation of persons under 65 unable to work or to find steady employment.

(11) Utilization of a food stamp plan for the broadest possible distribution of surplus foods to pensioners.

(c) California labor, recognizing the basic shortcomings of voluntary medical care programs, reaffirms its support nationally for comprehensive prepaid medical care legislation, and dedicates itself on the state level to revitalizing the drive launched under former Governor Warren for a state health care program.

The labor movement in California reaffirms the basic analysis of the pressing need for a national prepaid health insurance system for all our citizens, together with the recommendation as to additional legislation vital to comprehensively meeting the nation's health needs, as set forth in section (b) of Policy Statement V on Social Security, appearing on page 136 of the 1959 convention proceedings.

It is of interest to note that since that time our Canadian neighbors found their pilot programs in this area so successful in British Columbia and Saskatchewan that they are now in the process of em-

barking upon a nationwide health insurance system covering all of their citizens.

Close examination of the role of voluntary health insurance programs reveals that their performance in meeting the health care needs of the general population is not much more impressive than it is for the elderly (see section (a) of this statement for discussion of voluntary programs in relation to the aged). It has been reported by the Social Security Administration that private hospital and medical care payments in the United States during 1958 totaled $16.4 billion. Less than $3.9 billion, or about 24 per cent of the total, was defrayed by voluntary insurance programs.

The reasons for the failure of the voluntary plans are obvious. Most of the programs are of the limited hospital-surgical type. Only about one-third of the nation's medical care bill is incurred in the course of acute illnesses requiring hospitalization covered by this type of policy. For families, out-patient care is the area of greatest expenditure. Only a small portion of these plans provide such coverage. Even when medical fees incurred outside of a hospital are covered, they are generally either reduced substantially or wholly denied to dependents who normally account for 80 per cent of the family's health bill.

Only about five per cent of our people are covered by comprehensive prepaid health care programs. These generally provide direct services on a group practice basis instead of the partial indemnity benefit commonly provided by the bulk of private carrier plans.

Furthermore, the main stream of development clearly falls into the category of dispensing medical care after the occurrence of an illness. Very few of these programs are geared to comprehensive health needs or to the encouragement of preventive medical practices.

There are additional shortcomings. Commercial carriers only infrequently permit conversion from group coverage. When they do, the cost is prohibitive. The intense competition amongst the commercial carriers for the lucrative group policies covering large numbers of low-risk employees has largely forced non-profit plans to abandon their original policy of spreading the risk throughout the community in favor of group experience-rating. There is also the factor that enormous duplication of personnel, promotional and administrative facilities and the like have contributed substantially to the inadequacy of benefits. These are most severely reflected in the case of non-group commercial policies where only about fifty per cent of total premium payment is returned in the form of benefits. Finally, individual policies are normally open to cancellation by the carrier virtually at will.

To organized labor, the development of the voluntary plans did mark an improvement over the practically total vacuum which existed previously. Experience has demonstrated, however, that while in many instances they do meet the needs for hospital and surgical care, they are grossly deficient in respect to meeting the comprehensive needs of the average family and providing incentives for preventive medicine or the promotion of health care.

Regardless of whether there is federal action in this field in the near future, there can be no question but that the State of California can do much to meet the problem. We commend Governor Brown's appointment of the Governor's Committee on the Study of Medical Aid and Health in California in recognition of both the problem and the potential horizons for effective state action. In his charge to the committee to produce comprehensive health program proposals for submission to the 1961 session of the legislature, the Governor called for:

(1) A broad study of California's health needs.

(2) An investigation of the present provisions and costs of health services.

(3) An outline of a long-range health program and its method of financing.

(4) Recommendations as to immediate and specific actions needed to assure high standards of medical and health care for all people.

It is our hope that the committee will have thorough-going recommendations along these lines prepared for submission to the 1961 legislature.

Although we are not wedded to any specific formula, organized labor in California commits itself to a thorough study and action program aimed at the enactment of a state health insurance program on a scope designed to meet the needs of all segments of our population.

Governor Warren's program along these lines, submitted to the legislature in 1945 and supported at that time by both AFL and CIO state bodies, is a good point of departure for this purpose. It provided for the creation of a statewide compulsory system of prepaid medical care covering all persons embraced by the Unem-

ployment Insurance Act, employees of religious, charitable and non-profit organizations, together with all those employed by the state or any of its political subdivisions. Financing for this program was to be provided by a 1.5 per cent tax on both employers and employees on wages up to $4,000 annually.

Governor Warren's program would have provided basic benefits including: services usually performed by a general medical practitioner; consultation and specialist services; laboratory and X-ray services; necessary hospitalization not to exceed 21 days annually for each illness; drugs used while in a hospital; general hospital nursing service; dental services for extractions, treatments for infection or for jaw fractures. Basic services for any one illness or injury were to be limited to one year. In the case of tuberculosis or mental infirmities, services would have been furnished only until time of diagnosis. Additional services were to be left to the discretion of the eleven-man governing authority, depending upon the condition of the fund and other considerations.

Beneficiaries under the Warren proposals were to be all employees in subject employment who earned $300 during a base period and who were paid wages for at least six months prior to filing a claim. Coverage was also provided for spouse and children under 18 years of age.

While enactment of the Warren proposal today would result in substantial advancements in the provision of medical care, our experiences with the development of voluntary plans have indicated areas where we can work toward improving such a state prepaid health care program.

Perhaps the greatest shortcoming of the Warren program was its failure to come to grips with the problem of organization of medical services and facilities. Substantial improvement in quality and cost of medical care can be achieved through an approach which utilizes services and facilities in the most efficient manner possible.

Although there is a definite need for continuation of the prevailing solo "fee-for-service" practice of physicians, the rapid development of specialization and considerations of economy place a premium upon the development of community medical facilities to provide both in-patient and out-patient care, utilizing group medical practices, and providing for health care services as well as the dispensation of medical care. A state prepaid program must encourage the development of such integrated community facilities as the base for making quality care available to all at the lowest possible cost. The state's financial resources should be harnessed to a state health care program to provide low-cost, long-term financing for establishment of these types of community facilities.

There is also a crying need for effective state regulations governing the establishment of proprietary hospitals by physicians who are more in the nature of investors than practitioners. The prolific development of such institutions has served in some instances to sabotage our community hospitals and to greatly aggravate their financial problems. Such practitioners, by the nature of their relationship to their own patients, have the power to route them to their own establishments to the detriment of the institutions financed by the community as a whole. This wasteful duplication clearly warrants legislation barring state licensing of hospitals without a demonstration of need.

Related requirements should be adopted to establish a uniform system of hospital accounting with public disclosure of financial operations, unit costs and schedules of charges, as well as to establish standards to guarantee effective internal controls in hospitals safeguarding a high level of patient care. All of these should be part of an overall state program for the provision of quality care at minimum costs.

Additionally, we note for action the sky-high price of prescription drugs as an often prohibitive cost barrier to medical care. Abundant testimony before Senator Kefauver's Anti-Monopoly Subcommittee thoroughly established that these price levels reflect the industry's fantastic advertising and promotional practices, lavish salaries, generous stock option privileges for top executives, and the most flagrant rate of profiteering of any industry in the nation as the result of administered pricing practices abetted by the use of restricted patents. After-tax profits of the 27 top drug manufacturers last year averaged 21.9 per cent of their net assets, or nearly double the 11.6 per cent rate of our 2,000 leading manufacturers. The nation's $2.5 billion a year prescription drug industry squanders $750 million annually on high-powered advertising and promotion of virtually identical products. It has been estimated that the cost of promotional literature and samples from pharmaceutical houses finding their way into the doctors' waste-

baskets could pay for construction of about 53 large community hospitals annually.

Regulation, however, is a national problem. We support the AFL-CIO in urging the enactment of consumer protections in the manufacture and distribution of drugs.

Adopted, pp. 76-77.

IX

SOCIAL WELFARE

(a) Organized labor calls for comprehensive improvements in our public assistance programs coupled with elimination of residence requirements and the easing of restrictions regarding the source of need as factors in eligibility.

Organized labor has long supported an adequate program of public assistance as a second line of defense to social insurance programs. While placing primary emphasis on developing rounded social insurance programs for the provision of benefits as a matter of right, we will continue to press for improvements in the public assistance programs of the Social Security Act and related state aid programs for those not adequately protected through social insurance.

In the provision of public assistance, the federal government must continue to assume its responsibility for the expansion of federal grants to enable states to help the financially needy and to maintain its share of total public assistance expenditures, including general assistance, between 50 and 60 per cent for the nation as a whole. At the present time, the federal government pays about 52 per cent of total public assistance costs. Federal funds are provided for full categorical aid programs affecting a total of seven million people: the aged; the needy blind; dependent children; and the needy totally and permanently disabled.

In keeping with the findings of the National Advisory Committee on Public Assistance, established under the 1958 amendments to the Social Security Act, we endorse the following among major areas of federal responsibility.

1. The Social Security Act should be amended to add a new provision for federal grants-in-aid to states for the purpose of encouraging each state to furnish financial assistance and other services to financially needy persons regardless of the cause of need (including, for example, the unemployed, the underemployed, and the less seriously disabled).

2. Under existing provision of aid for dependent children, federal grants are available to states only for the assistance of children deprived of support or care, because of the absence, death, or incapacity of one parent. On the premise that a hungry, ill-clothed child is as hungry and ill-clothed if he lives in an unbroken home as if he were orphaned or illegitimate, the federal program for aid to dependent children should be expanded to include any financially needy children living with any relative or relatives.

3. The federal government should exercise greater leadership in assuring that assistance payments by states are at levels adequate for health and well-being by (1) developing up-to-date budget guides, (2) making these budgets available for the guidance of states in evaluating their own budgets, (3) requiring periodic state reporting on budgets in use, and on actual individual payments in relation to these budgets, and (4) publishing periodically information on budgets in actual use in individual states and other data significant in indicating adequacy of appropriations and assistance payments in each state.

4. The federal government should exercise greater leadership also in stimulating and encouraging states to extend the scope and content and improve the quality of medical care for which assistance payments are made to or on behalf of needy individuals. Such leadership must be accompanied with expanded grants for broadening the scope of medical care programs for recipients of public assistance.

5. Since most states now have residence requirements which prevent many needy persons from securing help, federal funds should go only to those programs which impose no residence requirements on otherwise eligible people.

6. To promote equitable standards among the different categories of aid, a single formula for federal financial participation should be used, to apply to all categories of assistance and to all assistance expenditures. The federal share of administrative costs for public assistance should continue at not less than the present 50 per cent for the nation as a whole, and for each state.

On the state level, we will continue to give active support to the following:

(1) Repeal and/or liberalization of the inequitable "relatives' responsibility"

clause in the "categorical aid" programs for the blind, disabled and aged.

(2) Automatic adjustment in the benefit levels of all assistance programs to compensate for living cost increases, and establishment of basic grants at levels which meet the minimum requirements of state Department of Social Welfare basic assistance budgets.

(3) Liberalization of the medical care benefits for public assistance recipients, and inclusion of in-patient care as well as out-patient care.

(4) Removal of restrictions confining benefits under the totally and permanently disabled program only to those who are bedridden and in need of constant care.

(5) Allow public assistance recipients in the "categorical aid" programs to earn $50 per month without benefit reduction.

(6) Removal of unreasonable restrictions on admission to county hospitals.

(7) State financing and administration of "categorical aid" programs for the aged, blind, and the totally and permanently disabled.

(8) Continued vigilance to protect the rights and uphold the dignity of public assistance recipients.

(9) Extension of old age assistance benefits to non-citizens who have resided continuously in the United States for a reasonable number of years and are endeavoring to secure citizenship.

Finally, in regard to destitute individuals and families not covered by any "categorical aid" assistance programs who must seek aid from county relief agencies, we will continue to advocate:

(1) Uniform statewide minimum standards for indigent persons consistent with maintenance of individual health and decency.

(2) Development of state welfare and rehabilitation programs for indigent persons receiving county relief.

(3) Prohibition of the establishment of labor camps for destitute unattached and unemployed persons.

(4) Legislative and administrative steps to enable California to avail itself of federal surplus food stocks for distribution to needy persons as a supplement to public assistance benefits without regard to any requirements relating to residence.

(5) Admission to county hospitals of all indigent-aid recipients without restrictions of any kind.

(b) The labor movement in California pledges full utilization of its resources to defeat the barbarous and unconscionable threats to child welfare posed by the recently accelerated efforts to discredit and weaken the Aid to Needy Children program.

In view of the recent attacks on the Aid to Needy Children program (ANC) in this state by large taxpayers' associations, grand juries, county boards of supervisors, and Chambers of Commerce, the labor movement in California is obliged to reassert and expand its position with regard to this basic aid program.

A concerted effort has been made to influence public opinion against ANC. Forces, traditionally critical of social welfare and social insurance legislation, have questioned ANC's cost, the proportion of illegitimate children receiving aid, and greatly magnified instances of fraud. Subtle manifestations of discrimination and prejudice are evident in an attempt to emphasize the racial and ethnic composition of ANC's case load.

Mindful of its 1958 pledge of "continued vigilance to protect the rights and uphold the dignity of public assistance recipients," organized labor strongly objects to a review of this program with a predisposition towards its restriction, or to an analysis of its monetary cost without a corresponding evaluation of the benefits derived by the people. Human values, as well as dollar values, must be taken into account.

In the period of 1950-51 through 1958-59, the number of children receiving ANC aid increased in California by over 23 per cent. The population at risk, those under 18, rose during the same period by more than 56 per cent, or almost 2½ times more rapidly than the ANC caseload. A survey of the programs in seven of the nation's most populous states indicates that the rise in the number of children receiving aid under comparable programs since 1955 has averaged 46.4 per cent, while California's caseload rose only 37.6 per cent during that period.

As does the General Relief program, ANC constitutes an accurate barometer of economic change. Sharp increases in caseload occur during times of economic recession. Recipients, mostly unskilled or marginal workers in industries not affording the protection of a union contract, are generally the last-hired in normal times and the first-fired during a recession.

Organized labor maintains that aid is properly and validly the right of any child who needs it. We are unalterably opposed to proposals for restrictive legislation extending the eligibility waiting period, establishing residence requirements for the child, or requiring legitimacy as a condition of aid.

Labor concurs with the California Department of Social Welfare's proposal to redirect the ANC administration toward a program of family service designed to help people solve their problems. We strongly support legislation to develop adequately trained and sufficient ANC personnel to implement the program. We urge the elimination of waiting periods in cases of family need. Until federal action can be won, we support every effort to establish uniform ANC standards throughout the state in the areas of eligibility, benefits and administration.

In advancing this position, it is with considerable gratification that we view the findings of the federal Advisory Council on Public Assistance mentioned in section (a) of this statement regarding the need for expanding the scope of the ANC program.

Noting the increasing rate of both desertions and births out of wedlock, the Council observed:

"These increases show up in the public assistance programs as well as in society generally . . . We do not share the view that a significant number of women deliberately proceed to have babies just to get the meager amounts allowed for their support. . . . Rather than the aid to dependent children program's being a major cause of social evils, we regard it as a reflection of their existence, just as public assistance programs as a whole mirror, not cause, poverty that results from inadequate educational programs, poor or unavailable vocational training, insufficient opportunities for minority groups, uncorrected physical disabilities, weaknesses in family life, and other gaps and inadequacies in our social and economic institutions. . . .

"Our recommendation is to expand the program, so that all needy children outside foster homes and institutions, whether they be legitimate or illegitimate, orphaned or half-orphaned, victims of a deserting parent or members of a stable, healthy family, qualify under the category. . . . We believe that the primary criterion for financial assistance to a needy child should be his need."

Adopted, pp. 77-78.

X

CIVIL RIGHTS

(a) The weakness of the Eisenhower Administration and the overriding importance of equality of opportunity for all Americans demand from organized labor our most concerted effort yet to win the fully American way of life for ALL our people, and to eliminate the high moral, social, economic and political price which the nation is being forced to pay at home and abroad for the continued toleration of widespread practices of discrimination, segregation, disfranchisement and other denials of civil rights to minority groups.

Millions of Americans have been denied the right to vote because of their color. In Southern communities they are, at this moment, forced to live in terror because they have attempted to exercise their American citizenship by registering to vote. Some have died for this. Many have felt physical and economic pressure. Many are still boycotted for no other reason.

In dozens of cities the persistent pattern of lunch-counter segregation has led to non-violent sit-ins by students, who, in the absence of effective laws to protect their rights, used the only tactic available to them. Their courage and dedication has won them the support of students all over America, white as well as Negro, of clergymen of all faiths and of organized labor, nationally as well as in dozens of our largest cities. All America can take pride in the dedication to democracy of these young people, as we express, at this time, our shame for the nation that their sit-ins should be necessary as late as 1960.

Barely fifteen years since the world's people fought and died to defeat Naziism and its philosophy of the master race, we find anti-semitism cropping out in various parts of the world. Too many people have forgotten the horrors and disgrace of Hitler's atrocities.

Six years after the Supreme Court's decision barring segregated schools, only six per cent of the South's school districts have been desegregated. In many of the school districts the desegregation has been token. In some states the public school system itself is threatened by the segregationists, who would prefer no schools to integrated schools. Yet, at no time has

either the executive arm of our national government or the Congress taken effective steps to implement the law of the land.

In the area of employment, Americans of minority races and religions continue to find themselves denied many jobs, and at the low end of the income scale. Only in states, such as California, where FEP laws have been put into operation is any substantial progress being made to equalize job opportunities.

In public accomodations, people of color, including representatives of foreign nations, have been humiliated by rejection and segregation in establishments set up to "serve the public," often with the assistance of government funds.

Speaking of one aspect of discrimination recently, AFL-CIO President George Meany stated:

"Discrimination in hiring, whether by employers, unions or any group, is equally indefensible and intolerable. It gains us nothing to give the Negro child equal educational opportunity only to have employment opportunity for which he has qualified barred to him. The American dream is bound to lose its luster for the college graduate who can find no better job open than running an elevator.

"This whole evil is so vast, so shameful to our national honor and so damaging to the American image in the eyes of the rest of the world, that it requires urgent and immediate corrective action."

Too little corrective action has been forthcoming under the leadership of the Eisenhower Administration. The President's Committee on Government Contracts, headed by Richard Nixon, has moved so timidly that it has greatly limited its potential for good work. It has not used its enforcement power to force holders of government contracts to end discriminatory practices. One recent investigation of Chicago area employers under jurisdiction of this committee found 1, 285 firms which had placed job orders which barred the referral of nonwhite job applicants. About forty-one per cent of these companies also specified religious preferences. Although complaints against some of these firms have been placed with Vice President Nixon's Committee more than once, their federal contracts remain. The American people are still paying them for contracts which they are violating through their discrimination.

In Congress, the Administration has allowed the large group of Republicans to work in ever closer alliance with the Dixiecrats, an alliance based on the twin evils of fighting civil rights and fighting labor. It was this deal which caused the Civil Rights Act of 1960 to fall short even of the Administration's weak, original proposals. As enacted, the law was stripped of its crucial Part III, which would have empowered the Attorney General to file suits on behalf of persons denied their rights. Aid to school districts seeking to end discrimination was also eliminated from the law.

In addition, potentially anti-labor language was worked into that part of the Civil Rights law which would prohibit obstruction of a federal court order. On top of this, the complicated legal machinery the law creates makes positive results dependent upon a cumbersome legal process which must establish that a pattern of discrimination does exist.

Within these severe limitations, the Act takes some very limited steps in the right direction by calling for the preservation of voting records, establishing voting referees to assist Negroes to register and vote, and outlawing the possession or transportation of explosives, or crossing state lines to avoid prosecution in connection with hate bombings.

The same Republican-Dixiecrat coalition also brought about the anti-labor legislation which in final form is the Landrum-Griffin Act.

The AFL-CIO is firmly dedicated to the removal of all discriminatory practices, because free labor is dedicated to democracy as a way of life. Our philosophy, our values, our goals spring from the Americanism of the Declaration of Independence and the Bill of Rights of our Constitution. Our fight has historically and in the present been to strengthen the ability of the individual worker against the selfish pressures of powerful employer interests and against the dehumanizing pressures of a society dominated by these interests. **We know that democracy is indivisible,** that when it is denied one worker because of his color, it is endangered, as a way of life, for all of us.

Organized labor also has direct self-interest in the elimination of discrimination. The depressed earnings which result from discrimination weaken our economy. The substandard working conditions which result from discrimination threaten all working conditions. The pool of cheap and often unemployed labor which results

from discrimination is a constant invitation to unscrupulous employers for their exploitation in a campaign against organized workers. The experiences of the textile and clothing industries over the past three decades is only the most dramatic illustration of the price we all pay for allowing wholesale discrimination in some parts of America.

It cannot, of course, be questioned that the most severe impact of discrimination has been delivered upon the minority group members themselves. Their average incomes are barely half those enjoyed by whites. Their rate of unemployment is normally about twice as high as that of other workers. They are the last hired and the first fired. Many occupations and professions are wholly barred to them, while others severely restrict their range of advancement.

The economic loss for white workers is plain to see in the standard of living of Mississippi or Georgia, and also "right to work" states. While more obscured in the North and West, similar effects are frequently present although to a lesser degree. To the nation as a whole, the loss of effective purchasing power far exceeds a shocking $30 billion. In the region where discrimination runs rampant, all citizens are saddled with the need to finance duplicate public facilities out of the lowest per capita incomes in the nation.

The Negro worker of the South, by virtue of his living and working conditions, is a natural and instinctive ally of organized workers everywhere. Through the denial of his right to vote, the reactionary interests of the Southern states have in effect completely stripped the bulk of that region's working people of any voice in the selection of candidates for local, state and federal office. This has inevitably resulted in consolidating decisive control over state and federal legislation into anti-labor hands.

The first complaint ever filed with the federal Civil Rights Commission, concerning Florida's Gadsden County, illustrates the extent of this disfranchisement. Although this county's population included almost 11,000 Negroes of voting age, only six of them were registered. Similarly, in 14 Mississippi counties, the Commission found that there was not a single Negro voter.

Destruction of the franchise for minorities has enabled ultra-conservatives to perpetuate themselves in Congress indefinitely and to gain control of key committees through their accumulated seniority. Together with the filibuster and other undemocratic congressional procedures fostered by such elements, backward and selfish interests have achieved an almost life-and-death power over essential legislation.

For labor, the moral is clear. It is hardly a coincidence that the foremost opponents of civil rights measures are also in the vanguard of every "right to work" movement, as indicated above. Nor is it an accident that the last anti-Negro stronghold happens to be the final Gibralter of anti-unionism. In President Meany's words, "Labor and Negro not only have common cause, we have common enemies as well."

Organized labor again calls upon the people of California to act upon the grim fact that remnants of the old South are still to be found in our own communities.

In view of this record, organized labor in California pledges its cooperation to the national AFL-CIO to help balance America's moral budget through a maximum effort to enact the following federal civil rights program:

1. Correction of the deficient provisions of the Civil Rights Act of 1960 along the lines discussed above.

2. Granting injunctive powers to the Attorney General for the purpose of halting civil rights violations anywhere in the nation.

3. Denial of federal funds for any discriminatory housing, welfare or education program.

4. Extension of equal rights to eating places and other public accomodations.

5. Enactment of an effective fair employment practices law.

6. Congressional assertion of support for the Supreme Court decisions on desegregation of schools, transportation and recreation.

7. Federal aid to school districts penalized financially for non-compliance with state segregation policies.

8. Statutory authorization for the President's Committee on Government Contracts.

9. Abolition of the poll tax to give full effect to the right of franchise as the most basic right of citizenship.

10. Anti-lynching legislation to give effect to constitutional guarantees that no person be deprived of life, liberty or property without due process of law.

11. Elimination of any remaining discriminatory practices in interstate travel.

12. Development of a specific time schedule and full desegregation plans for communities failing to comply with the law of the land.

13. Defeat of any variants of legislation which, by seeking to weaken the Supreme Court in favor of "states' rights," would jeopardize the social welfare, labor and civil rights gains of the past 25 years.

14. Stepping up of suits by the Department of Justice against states to protect the voting rights of Negroes.

15. Legislation designed to combat discrimination by Arab nations against American Jews and American firms based simply on their having transacted business with Israel or with firms employing Jews.

16. Firm and prompt exercise of the executive powers by the incoming President to assure the fullest enforcement of existing statutes, together with issuance of executive orders in such areas where Congress fails to act within a reasonable period of time. The use of executive orders in certain situations is fully justified to implement the mandate of the people and to undo some of the hypocrisy contained in political party platforms. As an example, both major parties have for some time campaigned on platforms promising the enactment of FEP legislation. Notwithstanding these firm resolves and the subsequent lapse of time, such legislation is still far removed from serious consideration by Congress.

Experience has taught us that legislation or court decisions in the sensitive area of human relations cannot do the job alone. The painfully slow aftermath of the Supreme Court's school desegregation decision makes this abundantly clear.

Organized labor is firmly dedicated to step into this community vacuum with renewed vigor. The Civil Rights Committee of our Federation in the past year has demonstrated this dedication by active involvement in various aspects of the struggle for equal rights and opportunities. (See report of Executive Council to this convention.)

California labor is proud of its role in the legislature's 1959 enactment of the state Fair Employment Practices law, improved public accomodations and other civil rights measures. We readily recognize, however, that our major goals are still off in the distance. Rather than relax our efforts, we commit ourselves to acceleration of the legislative momentum thus far achieved at both state and national levels. (See section (b) of this statement.)

Unquestionably there are many improvements that must also be made within the house of labor itself. To that end, the national AFL-CIO has greatly stepped up the tempo of its own efforts to rid its ranks of discrimination. Significant successes have been registered in its campaign to eliminate restrictive constitutions of international unions, segregated locals and dual seniority lists. Apprenticeship programs in many crafts are losing their discriminatory aspects. All unions not having acted already are being guided toward the inclusion of collective bargaining contract clauses barring racial discrimination in hiring, wages and promotions.

Finally, machinery has been established to expedite the resolution of complaints against unions where discriminatory practices may persist. The Civil Rights Committee and the Civil Rights Department of the AFL-CIO have been working quietly but constantly with the full cooperation of our Federation's standing Committee on Civil Rights. These arms of our organization should continue to receive our all-out support and cooperation. On behalf of California labor, we pledge to work in partnership with the national AFL-CIO civil rights machinery to get the job done. We cannot, on any level, compromise with discrimination.

The seriousness of our intent can be gauged by President Meany's recent declaration:

"I say that if we have to practice discrimination to organize workers, then organization will have to wait until we educate the unorganized. I say that if we have to lose a vote in Congress on minimum wages or the Forand bill or unemployment compensation because we take a stand on civil rights, that is the price we are prepared to pay."

To really get on with the job of advancing the interests of all workers, the California Labor Federation, AFL-CIO urges all affiliates to develop their own programs of action to maintain the initiative on problems of discrimination, instead of letting issues develop to the point where the opponents of both minority group members and organized workers are enabled to put labor on the defensive. Again, our own Civil Rights Committee stands ready to provide the leadership.

(b) Organized labor demands state and federal action to prevent the continued subversion of American ideals regarding the family home and the undermining of the community's economic and spiritual health through any discrimination in California against minorities in the field of housing.

In the area of human relations, there is no doubt that housing is the one overriding and all-pervasive problem. Patterns of housing largely influence and perhaps dominate the total design of living of the community. The character and cost, quality and quantity, availability and accessibility, and the neighborhood arrangement of dwellings have a vital effect on the home environment of the family, on inter-personal and inter-group relations, and on the tenor of civic activity. The widespread pattern of discrimination in housing by builders, lenders and realtors buttresses, and in turn is buttressed by, the denial of equal rights in education and employment.

The findings of a recent study of the practices of ten Bay Area lending institutions hardly came as a surprise to anyone acquainted with the problem. This study shows that home loans to minority group members were available only rarely for the purchase of dwellings in predominantly white neighborhoods. This forced non-whites to shop for homes in older neighborhoods and entailed inflated down payments, second mortgages, higher interest rates, and greater difficulty in swinging loans.

This practice is tacitly condoned by the federal and state agencies, which continue to underwrite loans made by discriminatory lenders. In effect, this means that agencies supported by all the people become tools in the denial of equal access to housing for some of the people. Thus, of the 200,000 new homes built in the Bay Area in 1950-58 under FHA or VA financing, fewer than fifty were sold to minority group members on a first-come, first-served basis, even though this group comprised 10 per cent of the area's population. This acquiescence by governmental mortgage insurance agencies to the discriminatory policies of lenders and builders contributes importantly to the assignment of three out of four Negro families nationally to substandard housing.

These segregated neighborhood patterns in California have also inevitably brought about a segregated school situation frequently identical to those below the Mason-Dixon line.

One of the major factors in the resistance to open occupancy housing has been the fear that property values would be reduced. The most recent of numerous studies refuting this belief was sponsored by the Fund for the Republic. Concentrating primarily in California, it analyzed 10,000 real estate transactions in areas where minority group members moved into previously all-white neighborhoods. For each home owner who eventually sold at a lower price, five others experienced a rise in the value of their property.

If we are to transform our slogans regarding the equality and dignity of man into tangible realities, affirmative action must be forthcoming at governmental, trade union and community group levels. The important strides taken by the California legislature in 1959 towards eliminating discriminatory practices in housing must be strengthened in 1961 along the following lines recommended by the minority problems section of the Governor's recent statewide housing conference which our Civil Rights Committee was instrumental in organizing:

1. The present California Fair Housing Law (Hawkins Act), which prohibits discrimination based on race, creed, color or national origin in publicly assisted housing, should be extended to cover all housing and all phases of the housing industry. Such a law should establish administrative machinery to investigate allegations of discrimination in the rental, sale, and financing of housing similar to the functions of the Fair Employment Practices Commission. A housing commission should have the power of the subpoena, should be able to conduct open hearings, and should be empowered to take court action against persons determined to be violators of the law. One important function of such a commission would be to work for voluntary compliance with the law, hence provisions should be made for an extensive research and educational program.

2. In the interim before such legislation, the Real Estate Commissioner should work with local real estate boards to obtain voluntary admission to membership of brokers without regard to race, creed, color, or national origin, and to obtain provisions in the board's code of ethics specifically condemning racial discrimination in the rental or sale of real property.

3. An appropriate state agency should begin now to conduct research into the

problems of housing for minority group individuals. (Including present housing conditions, availability of rental and sale housing on the market, financing, costs, etc.)

4. The State of California should establish a program of financing to meet the desperate shortage of lower cost sale and rental housing. To this end, the experience of the State of New York in providing such financing should be thoroughly investigated.

5. Due to the scarcity of home financing for members of racial and ethnic minorities, it is recommended that the appropriate state agency investigate ways of extending financing to these groups with representatives of lending institutions. The experience of the Voluntary Home Mortgage Credit Program of the federal government should be investigated and a more adequate program devised for California.

6. The Division of Housing should actively seek cooperation of the housing industry to eliminate discrimination in housing based on race, color, religion or national ancestry. To this end, we recommend the following program be put into effect:

a) a conference of the leaders of the housing industry (renters, brokers, builders, lenders) to draw up a broad plan of action to end discrimination;

b) establishment of an on-going industry committee to implement the plan;

c) adoption of codes of ethics—proscribing discrimination practices and promoting democratic practices—by the professional and industry associations;

d) designation of committees for voluntary policing of these codes;

e) joint action for the pooling of industry resources to provide additional housing (for sale and rent) accessible to all on an open occupancy basis;

f) cooperation with other community groups in a planned program of public information to promote understanding of democratic housing practices and to clear up misinformation and misapprehension.

7. Appropriate state agencies should work with local community agencies to bring awareness of, and stimulate solutions for, problems in housing faced by members of minorities.

8. The state should enact enabling legislation, similar to that introduced at the last session of the California legislature, to encourage local communities to establish Commissions on Human Relations.

9. California should request the issuance of a Presidential Executive Order requiring that assistance of any kind granted by any federal agency to a housing business enterprise shall be contingent on non-discrimination and open occupancy policies (such policies to apply to assistance in the form of guaranteed federal mortgage insurance, slum clearance funds, tax assistance, urban renewal support, etc.).

10. California should request issuance of a Presidental Executive Order requiring local and state governmental agencies to enforce a policy of non-discrimination and open occupancy as a condition for receiving any form of federal housing assistance.

11. California should support enactment of legislation by Congress providing that funds it appropriates for housing aid shall be available to private enterprises and public agencies only on a non-discrimination and open occupancy basis.

12. The community urban renewal programs (conservation, rehabilitation, and redevelopment) and other federal, state, and local housing programs should be reoriented to emphasize increasing the supply of housing for moderate and lower income persons. Unless this social purpose is accomplished, such programs are not serving the community by meeting the housing problems of greatest need.

13. No urban renewal, or other federal or state construction resulting in governmental displacement of individuals and families, should be authorized to any jurisdiction which is not covered by a law specifically barring discrimination in housing.

14. A more effective plan for the rehousing of the dislocated should be developed.

15. New housing should be constructed for displaced persons if adequate housing is not available for the displaced in sufficient supply.

16. The state enabling action on urban renewal should make provision for maintaining an adequate supply of low and middle income housing.

17. New housing in a redevelopment area should be made available on a priority basis to persons dislocated and every attempt should be made to provide housing of comparable rents to that torn down.

18. Conservation and rehabilitation phases of urban renewal programs should be given more emphasis in order to prevent new slums, to minimize the dislocation of human beings, and to keep housing costs down. The upgrading of apartment houses should be given special consideration in such projects.

19. Government agencies should encourage and welcome greater participation in the planning and decision making stages of urban renewal programs (conservation, rehabilitation and redevelopment) by the home owners of the area under consideration. Urban renewal boards should contain a wider range of citizen representation other than members of the housing industry.

Solution of the problem of discrimination in housing will also be aided by such general non-discrimination legislation as provision for the revocation or suspension of the license of any person or firm licensed by the State of California for persistent discrimination in the practice of their business.

Since the housing problem of minority families is so closely associated with the total supply of adequate housing, we emphasize the fundamental importance of the solution of this housing supply problem as essential to the solution of minority housing problems. The two cannot be separated. We accordingly re-emphasize the programs for action developed in the policy statement on Housing.

And, finally, to implement our dedication to the principles of democracy and freedom, we urge affiliates to seek representation on all public housing, planning and redevelopment agencies in our communities for the purpose of strengthening their non-discriminatory policies.

Adopted, p. 107.

XI

HOUSING

(a) The continuing decline in housing activity, in the face of mounting shortages caused by population growth and banker-oriented monetary policies of the Eisenhower Administration which have excluded the bulk of low and middle income families from the housing market, threatens the moral fibre and the economy of the nation.

The grotesque ghettos defiling a constantly expanding portion of our metropolitan areas constitute a kindergarten-through-graduate school complex for the development of ignorance, delinquency, crime and disease. The scope of the problem is apparent when we consider the fact that 22 million city-dwelling Americans are virtual inmates of these slums. At that, these 22 million include only those who inhabit urban areas where entire neighborhoods have fallen into total dilapidation and wretched overcrowdedness. In all, there are 15 million families, or 40 million people, living in substandard housing.

This deterioration of the physical and spiritual quality of the core city has led to a mass exodus into the suburbs. In the process, the basic health and prosperity of our downtown areas are being seriously undermined. Both the dwindling population and tax base of many of our cities are now being documented by the 1960 census.

The financial cost to all citizens involved in tolerating the existence of slum areas is enormous. The average city spends 45 per cent of its revenue on combating fire, crime, delinquency and disease in its blighted areas. At the same time, only 6 per cent of its tax monies is derived from slum properties and their residents.

Slum removal has been slowed to a snail's pace through the bitter opposition of landlords who have learned that segregated housing patterns for minority groups, together with lax enforcement of building codes, lend themselves to extraction of luxury payments for overcrowded hovels simply because minority group members have no shelter alternatives. (The unusually severe housing problems of minority group members are discussed in detail in section (b) of the Policy Statement on Civil Rights.)

Suburbia today houses some 50 million Americans, and is expected to accommodate 80 per cent of our future population growth. It has grown in a topsy-turvey manner and has become increasingly difficult to distinguish from the sprawl of the metropolis itself. Its generally unplanned character has left it without a realistic tax base. Suburbia is afflicted with poverty-stricken school districts and severe traffic congestion, sewage disposal, water supply and recreation problems.

Tight Money

At the very heart of the housing problem today is a national administration whose philosophy appears to be that profits, rather than people, are the first responsibility of government. The Eisenhower Administration has been callously indifferent to the fact that the great upsurge in American home ownership after 1933 was made possible only by governmental provision of mortgage money within the reach of middle-income families.

A brief review of the developments affecting housing over the past decade is helpful in gaining perspective on the problem confronting the state and nation. In the peak housing year of 1950, home buyers in California had financing available to them from Cal-Vet at 3 per cent, from VA at 4 per cent, and from FHA at 4.25 per cent. The federal Housing Act of 1950 helped maintain these interest rate ceilings until 1953 by directing FHA and VA to limit discounts and other under-the-counter charges imposed by lending institutions. With the advent of a new federal administration and its tight money policies, mortgage brokers began a major drive for higher interest rates and discount charges. By May, 1953, they succeeded in boosting VA rates to 4.5 per cent. In 1954, the Administration attempted to gain congressional approval for presidential discretion to raise VA rates as high as 6 per cent. While failing that objective, it did succeed in scuttling VA and FHA authority to limit and control discounts and other fees.

The resulting hard money situation was apparent by 1955. Lenders rapidly moved away from FHA and VA financing toward more profitable conventional mortgages. By 1956, about 70 per cent of all mortgage loans were of the conventional variety. As reasonably priced financing became less available to middle-income groups, residential construction declined accordingly.

By 1960, a 7.2 per cent mortgage interest rate was the pattern in California. The bread-and-butter significance of this evolution is readily seen by comparing the effects of the interest rates prevailing shortly after Eisenhower assumed office with those in effect today. Over a 25-year loan period, the monthly principal and interest payments on a $15,000 mortgage would be as follows:

At 7.0 per cent—$106.02.

At 4.5 per cent—$83.38.

Both of the interest rates used in this illustration actually underplay the Eisenhower record. The rate of 4.5 per cent reflects the first increase secured by the Administration in its very early days. Similarly, 7.0 per cent is actually less than the interest rate prevailing recently.

Even so, the $22.64 higher monthly payment exacted on the 7.0 per cent mortgage leaves the home buyer out-of-pocket to the extent of $6,792 over the assumed 25-year period. But that's only half the story. Had the home buyer been able to retain this $22.64 monthly and invest the savings semi-annually at 4 per cent, it would have developed a total value of $11,489 by the end of the 25 years. Translating this staggering amount in terms of a nest-egg for retirement or the education of the home buyer's children, the tight money issue loses its abstract quality. It is indeed ironic that this should be the end result of a policy enunciated by the Eisenhower Administration over the last seven years for the express purpose of "fighting inflation." Apart from the legalized robbery involved, the end result has been to push more and more moderate income families out of today's banker's housing market.

Discounting practices alone cost home buyers an estimated $550 million annually, according to reports of national home builders' and realtors' associations. A privately financed economic study has found that rising interest rates between 1953 and 1959 have imposed an excess burden of $17.5 billion upon private individuals and enterprises, $5 billion upon the federal budget, and over $500 million upon state and local communities. If current policies are continued, the study placed the additional 1960-65 cost at $42.8 billion to individuals and business, plus $19.8 billion for governments at all levels.

Lag in Home Construction

Eliminating our housing deficit by 1975 would involve a sustained construction rate of 2.3 million dwelling units annually along the lines proposed in section (b) of this policy statement. Compared to this need, we have averaged about 1.3 million units a year over the last decade. In the first four months of 1960, housing starts were 19 per cent under the levels realized in the same period a year ago. At that, 1959 was hardly a model year. We built only 89 new homes in 1959 for every 10,000 people, as compared to 110 in 1925.

As a nation, we are, at best, meeting only the demands created by population growth and new family formation. Existing homes are not being replaced as they deteriorate. In brief, this means that our

urban and rural slums and blighted areas continue to grow unchecked. It means that the pressing housing needs of the elderly, of students, of rural residents, of minority group members, and of low and middle income groups are being almost wholly ignored.

Other than the lenders, our federal housing programs are serving only the one-third of our population enjoying the highest incomes. Only 4 per cent of FHA's loans last year were to persons earning under $4,000. The average new home being financed by FHA is valued in excess of $15,000. No more than one out of five families enjoy the $8,000 minimum annual income considered necessary for the purchase of such a home. Of all homes built in 1959, only 6 per cent cost less than $14,000.

Against this background, the indignant cries of the enemies of labor regarding workers' excessive wages fail to hold up. While the median income of new FHA home purchasers was $6,800 in 1958, the average factory worker employed that entire year earned only $4,352. That this gap between wages and housing costs has widened further since that time is attested to by a home builders' association prediction early this year that low- and medium-cost housing production will drop an estimated 25 per cent in 1960 unless reasonably priced mortgage money becomes available.

The situation has been further aggravated by the sabotaging of the program authorized by Congress in 1949, calling for construction of 135,000 public housing units annually. The program's best year was in 1952 when 58,000 units were built. Between 1955 and 1958, completions ranged from 10,000 to 15,000 annually. Compare this performance with the late Senator Robert A. Taft's 1952 estimate that 200,000 to 250,000 units annually were necessary to even make a dent in the housing needs of low income families.

The problem is at least as acute for the 1,200,000 Californians 65 years of age or over. This group is expected to grow by 50 per cent in 1970. Their limited financial resources place adequate housing far beyond their reach in today's market both for sales and rental housing.

Further, experience has amply demonstrated that residential construction trends help determine overall economic activity. Thus, in both of the most recent economic recessions, 1953-54 and 1957-58, declines in housing activity preceded and helped generate cut-backs in the general economy. This significant multiplier effect of housing construction is pointed up by the following observations in the March, 1960, issue of the Department of Commerce's **Construction Review:**

"The important role of construction activity in the sharp recovery from the 1958 economic downturn was evident by the increase in its share of the gross national product to a peak of 12 per cent in the first quarter of 1959.... Housing construction provided the main spark to the spectacular rise in total construction value.... The upturn in housing expenditures began in the middle of 1958, reflecting in large part the effect of government anti-recession policies.... However, the effects of a tightening mortgage situation began to be felt around the middle of 1959 and starts eased off for several months...."

The Administration's reaction last year to this bleak picture was simply to propose more of the same. It offered home-hungry American families in the low and middle income groups a program calling for still higher interest rates, total abolition of the public housing program, rejection of the need for college housing, scuttling of urban renewal projects by reducing federal contributions from ⅔ to ½ of the total, and a body blow to the hopes of the aged by substituting federally insured private financing for direct federal loans. President Eisenhower's prolific exercise of the veto power over meaningful housing bills has forced enactment of a mild compromise measure whose provisions are already demonstrably falling far short of the need.

In his budget message for fiscal 1961, the President's only recommendations called for an end to the VA and college housing programs and for more "flexibility" in raising maximum VA and FHA interest rates.

(b) Organized labor warns against the threat of a serious recession in 1961 unless an emergency housing measure is immediately enacted by Congress along with an omnibus long-range federal housing program to assure meeting the nation's housing requirements by 1975 through construction of 2.3 million dwelling units annually, including: (1) housing on terms realistically designed to bring up to 700,000 more moderate income families into the market annually; (2) at least 200,000 low cost public housing units on either a rental or

ownership basis; and (3) a variety of other programs indispensable to comprehensive programming to meet the nation's housing needs.

Having lost the "Peace" and "Progress" campaign issues in this election year, the Administration has made several ineffectual grandstand efforts at pumping some blood into its remaining, although bedraggled, slogan of "Prosperity." An illusion of forthcoming prosperity, instead of the generally anticipated recession, is being sought through the recent mild relaxation of Federal Reserve Board discount rates to lower interest charges, and FHA's reduction of down payments by sums ranging from $50 to $500 on homes with price tags of $15,000 to $26,000.

The FHA action is clearly of little consequence in that it again falls beyond the reach of low and moderate income families. There is nevertheless a danger that this Eisenhower gimmickery can breed false complacency and delay effective congressional action this year.

In California, we have learned to look upon the construction industry as the unfailing barometer of the state's economy. The trend of construction activity here and throughout the nation in the past year is unmistakably flashing warning signals of a serious recession in 1961.

In the interest of a vigorous economic climate, as well as coping with the American people's foremost unmet material want, organized labor in California wholeheartedly supports legislative proposals for construction of 2.3 million dwelling units annually through 1975 as required to overcome our housing deficit. Such an increase in construction would provide almost 2.5 million more jobs, half in construction and an equal number in the production of housing materials and equipment.

The American housing dilemma is twofold. The nation is neither building as much housing as is needed, nor the kind of housing that is most needed. A two and a quarter million annual rate of construction—the amount experts agree is necessary to overcome our national housing deficit by 1975—is impossible of accomplishment unless financing programs can be developed which will bring adequate housing within the reach of the great majority of low and middle-income families that have been forced out of today's housing market.

A long-term, comprehensive federal housing program must be developed.

Low Income Subsidized Housing

All hope has long vanished that private enterprise either cares or is capable of attempting a solution to the hopeless dilemma of low income housing needs. In this absolute vacuum, the federal government has an inescapable duty, if it is to maintain any pretext of looking after the well-being of all the people.

From time to time, the Eisenhower Administration and real estate interests have toyed with meeting the urgent needs of our most underprivileged families—those with incomes of less than $3,000 to $3,500 —through so-called private enterprise programs, but the facts indicate clearly that these programs offer no hope, and that, if their needs are to be met, it must be through some form of direct subsidy, either in public housing or otherwise.

Because of the shameful manner in which the nation's housing program has been decimated in the past decade, the need at this point is for a stepped-up rate of construction of at least 200,000 units annually through 1975. Such a large-scale low rent public housing program to provide decent homes for low income families is an essential part of an overall housing program.

Organized labor, however, is not deluding itself that all is well in the public housing program. There is need for considerable revamping of this program, and for consideration also of supplemental approaches to the low income housing problem. In this regard, as housing expert Charles Abrams of the National Housing Conference has pointed out, the time has come to re-evaluate some of our original assumptions upon which public housing seems to have been predicated.

One of these is the apparent assumption that the poor must always live in tenement-like structures. Certainly multiple dwellings are essential in public housing, as is true also in the case of middle income housing. Provision must be made for this construction, but it is wrong to think that all the lower income groups do not want individual homes and prefer to raise their children only in multiple dwellings.

Another false premise is that the poor must all be renters. This fiction also survives and is reflected in our public housing programs, although it is known that the strongest yearning of poor families is for homes they can own and pay for, and in which they can raise their children decently. Homes for rental are essential—for families that want to rent, for

the elderly, the working mother, the transient, the childless, the small family and the single person. If we are to meet the varied needs of all lower income families, however, both rental and fee ownership should be made possible.

Abrams has also warned against the false premise that the only way to solve the housing problem of the lower income families is to tear down the slums in which they live. This was a valid theory in depression periods when slum neighborhoods were 25 percent vacant and when wholesale demolition was unaccompanied by mass homelessness. But when housing surpluses turn into housing famine, it is pointed out, the most devastating visitation is mass eviction. The realities of the present situation require that slum clearance in times of shortage be geared to the availability of public and middle income housing without overcrowding, and that the emphasis of housing programs for the underprivileged be placed on increasing the housing supply.

Another related misconception or misassumption is that all slums consist of physically unfit buildings — old, dilapidated and substandard. While it is true generally that some buildings deserve and must be torn down, we must not lose sight of the fact that it is overcrowding rather than physical deterioration that has become the worst aspect of slum life. The proportion of overcrowding for non-whites in 1950 was four times as great as for whites, and the situation has grown worse in the last ten years. Many of the houses into which they have been forced to go are in fact standard dwellings, but the housing conditions are nevertheless worse because they have been forced to live as many as four or five persons in a room. Demolition in their case only intensifies the overcrowding, and this can be relieved only by increasing their housing supply rather than diminishing it or holding it constant.

And finally, there is perhaps this most serious false assumption—that when tenants in public housing improve their incomes, they must be ousted. This fiction, Abrams points out, has been responsible for the forceful return of families to slums instead of enabling them to buy homes they can afford. It has given public housing an institutional aspect which is being deplored by many experts. Again, the ramifications for minority families are most serious. Since they usually have the lowest incomes, public housing projects in the larger cities tend to become increasingly occupied by them, accentuating segregation in neighborhood composition and schools.

These are all realities which labor and other supporters of decent housing programs must come to grips with in revitalizing public housing and developing supplemental approaches to subsidized housing programs for the low income groups.

California labor believes that the present public housing programs, based on annual contributions by the federal government must be expanded and revised to conform to realities, and not concepts that have been outmoded with time. At a very minimum, these present programs must be revamped to:

(1) Permit over-income tenants to remain in occupancy at economical rents until it is possible for them to obtain satisfactory standard private housing, at prices or rents they can afford;

(2) Where feasible, permit over-income tenants to purchase their dwelling units on either an individual basis or cooperatively as a group, in which case the proceeds could be used for additional public housing for lower income groups;

(3) Permit greater local autonomy in administration as well as in determining rentals and incomes appropriate for each community;

(4) Encourage the construction of separate dwelling units and the exercise of architectural imagination in project design;

(5) Establish tax exemptions as the only required local contribution to public housing projects in order to facilitate development of such housing in urban renewal areas; and

(6) Grant public housing authorities the same "write-down" advantages on land now enjoyed by commercial developers.

At the same time, there must be a continued search for means of making home ownership available on the basis of supplemental approaches through directly subsidized private housing. For example, direct financing by government units to provide mortgage loans at cost for middle income buyers without subsidy (see subsection (c) of this statement) can be easily adapted to provide direct subsidies for lower income families through loans at lower than cost, and without any interest whatsoever. There is no essential difference between the subsidy which the federal government gives to public housing through annual contributions, and the direct subsidy which could be given to mortgage financing for lower income groups.

Middle Income Housing

When we speak of middle income housing in organized labor, we are referring to family units with incomes between $3,000-$3,500 at the bottom and $6,000-$6,500 or $7,000 at the top, depending upon the area of location. This includes approximately 40 percent of the nation's families, which together with the 25 percent with incomes below $3,500, who are dependent upon public housing, constitute two-thirds of the nation's families.

In section (a) of this statement, it was clearly pointed out that the tight money policies of the Eisenhower Administration are pushing more and more of the middle income potential buyers out of the housing market. As indicated earlier, also, interest and amortization are the main tractable items in the cost of home ownership and the ability to buy a home.

Considering, for example, an FHA mortgage, every interest reduction of one percent on a 25-year $14,000 mortgage (90 percent of cost) would reduce mortgage charges by about $100 annually. An extension of the mortgage from 25 to 35 years, would mean a reduction of another $140. Elimination of the one-half percent premium charge would reduce it another $50. Added together, the annual savings would be $290. Building costs would have to be cut by $4,000 to effect the same kind of savings.

The breakdown of a $14,000 mortgage looks something like this (based on cost items involved in a FHA loan for 30 years at 5¾ per cent interest):

Interest and amortization	$ 82.00
Heat	15.00
Insurance	5.00
Taxes	25.00
Utilities	20.00
Maintenance	10.00
Total	$157.00

On the assumption of most housing experts that 25 percent of a middle income family's earnings can be spent on housing, the required gross family income for this home would be about $7,500, which is far above the median income of American families and even outside the upper range of middle income families. There may be some moderate income families that will assume this kind of a house payment, but as the turnover rates in tract housing indicates, a good portion of those moving out are families that went in above their heads.

It is apparent that new sources of financing are absolutely necessary to meet the middle income housing problems. Further, experience has indicated clearly that, where families so desire, long-term, low-cost mortgage financing should be combined with the encouragement of bona fide cooperative housing to affect savings in other components of the monthly house payment.

The California Labor Federation is therefore in full accord with the middle income housing program being advanced by the National Housing Conference, of which AFL-CIO organizations are sponsoring members. In a comprehensive housing program, Congress should provide annually at least $3 billion of direct loans through FNMA, or other appropriate governmental agency, at an interest rate equal to the cost of borrowing money, with amortization periods of up to 40 years for individual homes and 50 years for large scale rental or cooperative housing. Such terms should be available on dwellings costing up to $12,500-$15,000. With these terms, monthly costs would be reduced to serve a substantial number of moderate income families.

In obtaining funds for direct financing, it should be possible for FNMA to sell its debenture securities to corporate union funds, and of even greater importance, to tap the potential source of the biggest insurance organization and pension fund in the world, the federal Social Security Administration.

Labor has come to the firm conclusion that we cannot expect to really get urban renewal and redevelopment programs off dead center until adequate programs are developed for many of the middle income as well as low income families which live in the areas to be redeveloped.

Within the overall need of some two and a quarter million housing units a year, experience in the past decade has indicated quite clearly that the most we can expect out of existing federal programs in the way of starts is about 1,300,000 units. Middle income housing programs should be geared to meeting the needs of between 600,000-700,000 additional units each year. The remaining 200,000 approximate number of units must be in some form of direct subsidized housing for the low-income families of the nation.

It should be noted that organized labor is not disturbed in the least by the cries of "socialism" that have been leveled at these direct government financing recommendations. Government financing—using

the government's credit and making loans at cost to private groups, and even at rates below cost, or without any interest whatsoever—is not new. This kind of "socialism" has been made available to business operations for some time, and the federal credit has been used to aid commodity, banking and other operations. The issue is whether a system of direct government loans with and without subsidy should be made to lower income families—in other words, whether or not the nation is to continue on its present double standard.

The zero interest rate also has a good precedent in the rapid write-offs which our corporation income tax laws provide. The provision which allows the depreciation of capital outlay during the first two-thirds of its life is the equivalent of an interest-free loan to private industry. But somehow or other, when it comes to helping moderate and low income families in our nation, this principle becomes "socialism".

Other Major Features

Other elements of a rounded housing program for the federal government require:

1. **Expanded urban renewal and redevelopment programs.** Authorization should be made for at least $1 billion a year in federal funds for the next ten years to assure an expanded slum clearance and urban redevelopment program on a sufficient scale to permit every city to wipe out its slums and rebuild its run-down section as quickly as possible, but only within the framework of the provision of adequate housing for low and middle income families.

2. **Housing for the aged.** An effective national program must be developed to meet the special needs of elderly couples and individuals whose annual incomes in the majority fall far below American adequacy standards. The need is for vast expansion and vigorous administration of the limited program of housing for the elderly authorized in the Housing Act of 1959. Further, it must be recognized and understood that senior citizens are a valuable asset to any community. Thus, elderly housing programs must be geared to planned integration into normal neighborhoods within the scope of both public housing and other low and moderate income housing programs. Housing programs which force segregated living of elderly couples and individuals are socially and morally wrong. They smack of the same segregation which we are trying to eliminate in housing for minority groups.

3. **Planning and community facilities.** Effective encouragement is necessary for metropolitan planning to assure that artificial and outmoded boundaries do not block housing and redevelopment progress and dynamic urban growth. An indispensable ingredient of any comprehensive program is that of coordinated metropolitan planning to prevent the deterioration of cities and the haphazard growth of suburbs.

Organized labor emphasizes that good community facilities — schools, parks, playgrounds, sewer and water, transportation facilities—are essential to the development of good residential neighborhoods. We are deeply concerned by the alarming lag in the development of these facilities in relation to existing unmet needs and the tremendous additional requirements which will result from future population growth. In view of the limitations on local public financial resources and the ever-mounting demands for public services of all kinds, it is clear that federal financial assistance, through loans or grants or both, will be imperative if there is not to be a drastic breakdown in community public services.

4. **College housing.** College housing programs must be substantially expanded if our increasing awareness of the need for greater educational opportunities is to be implemented. The present federal program has received wide acceptance throughout the educational community and the public generally. Labor urges its continuation on an expanded basis as an important and essential part of a federal housing program.

5. **Farm labor housing.** Special provision must be made for extension and provision of public housing and other low and moderate income housing programs to agricultural production centers for the stabilization and development of a basic farm labor supply for given production areas. Special migratory housing programs and standards should also be developed in cooperation with state and local communities. (See policy statement on Agricultural Labor.)

6. **Research in housing and community facilities.** The need for a broad federal program in research and experimentation in the areas of housing and community facilities is urgently recognized. Federal sponsorship and financing are needed for investigation and continuing study of the

serious technical, economic, social and financial problems which must be solved to permit achievement of the goals of a national housing policy. In our dynamic society and economy, private industry constantly reaches new horizons through intensive research and development activities. The absence of coordinated and comprehensive national research activity in the field of housing and community facilities is a severe handicap to meeting the nation's serious deficiencies in this field and ensuring maximum efficiency and economy in federal housing programs.

In this connection, a critical shortage of professionally trained city planning and renewal personnel, which is growing worse steadily, should be recognized. This deficiency is a major impediment to the successful prosecution of the local and national urban renewal programs and to carrying out the provisions of workable community programs. Thus, as part of a comprehensive housing program, Congress should provide adequate funds for research in housing and community facilities, and adopt a federal scholarship program to assist in professional training for planning and urban renewal.

7. **Additional measures.** Other measures should be included to assure effective non-discrimination policies in all federal housing programs (See policy statement on Civil Rights); to protect home owners against foreclosures in the event of temporary unemployment, illness or other emergencies; and to require payment of the prevailing wage and fringe benefits in any housing construction involving federal financial assistance.

(c) California labor calls upon Governor Edmund G. Brown to seize upon the climate for action created by his recently-held statewide conference on housing, and to immediately convene a special state housing commission, representative of state and community housing experts, the homebuilding industry, organized labor, and other consumer interests and representatives of the general public, for the specific purpose of developing coordinated state programs to be submitted to the 1961 session of the legislature, with emphasis placed on the needs of low and moderate income families.

While previous sections of this policy statement have emphasized federal action programs, there is no reason why California should confine its activities to federally-aided projects, as if the state does not share equal responsibilities with the federal government and local communities in developing programs which meet the needs of our exploding population. Indeed, experience has taught us that the federal government is far from ready to assume its full responsibilities in the direction previously outlined. California communities and urban centers, on the other hand, need the state's active assistance. In the place of its present housing efforts, geared more to a rural society of yesterday than a growing industrial state, California should be looking to occupying the present program vacuum in virtually every area where federal action is recommended, and where state supplemental and coordinated action is not only necessary but well precedented in other industrial states. California has the wealth; it needs only the will of leadership.

Governor Brown is to be commended for his recent sponsorship and organization of a statewide conference on housing, held in Los Angeles June 13-15, as an essential step in the formulation of a program to take the state's sagging housing industry out of the doldrums and help provide quality housing at prices which meet basic family needs.

We now call upon the Governor to convene his state housing officials with representatives of homebuilders, community housing authorities and redevelopment agencies, organized labor, and other consumers and the public at large as a special commission for the purpose of considering specific ways of implementing the findings of the Governor's Conference on Housing. Immediate action is necessary so that such an advisory group may adopt proposals which can be placed before the 1961 session of the California legislature for consideration and action.

Such a commission, if it is to be productive, must be called on the premise or philosophy that the first responsibility of government is people, rather than profits —a philosophy, in the field of housing, which rejects the heretofore dominant concept that the housing needs of low and middle-income groups should be met only to the extent that it suits the profit motives and high interest demands of financial interests and mortgage brokers. In the satisfaction of a basic need, such as housing, if these financial interests are not willing to make mortgage money available at prices and on terms which will bring adequate housing within the reach

of the majority of our families, then it is up to the government to develop the programs which will do the job.

For middle-income families, the state Cal-Vet program has already successfully set down the broad guide lines that could be broadened and developed into an effective state program for moderate income housing.

The Governor's advisory commission should specifically explore the possibility of expanding the concept of the Cal-Vet program to provide a new source of long-term, low-interest loans for the construction of individual family and cooperative sales and rental housing within the reach of middle-income families. The commission should also consider the development of its own public housing program or other supplemental approaches to low-income housing based on direct mortgage subsidies coordinated with federal programs.

Specific consideration should likewise be given to the programs developed in other states where funds have either been made available directly or have been borrowed on the credit of the state and local governments. At the Governor's Housing Conference in Los Angeles, housing expert Charles Abrams, in this respect, outlined some of the housing programs of New York State and City:

(1) **State-subsidized public housing.** The state here borrows money at low rates and re-lends the proceeds to cities to build houses for underprivileged families at rents somewhat higher than those allowable under the federal formula. The city must match the state's subsidy, and does so in the form of a partial tax exemption. State loan and subsidy contracts run for 50 years. Abrams points out that this program has provided a much needed supplement to the limited federal public housing program.

(2) **Limited-dividend housing.** This program, started in 1926, is aimed at producing rental and cooperative housing for middle-income families by granting tax exemption on the improvement and limiting the investor's profit to 6 per cent. According to Abrams, however, this program has been of little value because of resistance to the rigid regulation of the state and the profit limitations.

(3) **Housing by redevelopment companies.** This formula permits site acquisition by the city for the redevelopment company, grants it tax exemption for 25 years, limits the company's return to 6 per cent, and provides for the control of rent, though not for the control of income limits for persons eligible. According to Abrams, this program has produced 26,000 starts, but the law is considered defective in that it grants tax exemption to families regardless of their incomes. He points out that unless incomes of tenants are limited or the project is required to pay taxes, a land "write-down" formula would make more sense.

(4) **Limited profit housing companies.** In 1955, the New York legislature enacted the Mitchell-Lama law to facilitate middle-income housing. Slum clearance is not essential. The city may acquire land, grant tax exemption up to 50 per cent of the assessed valuation for 30 years. The company is limited to a 6 per cent return on its equity investment, and only those families are eligible whose incomes are six or seven times the annual rent. According to Abrams, the most important aspect of this law is the authorization of state or city loans up to 90 per cent of cost, up to 50 years. The state and the city borrow the money on their own credit, and re-lend it to the sponsors. The city program is administered by the city, while the state portion is administered by the State Housing Administrator. Abrams points out that the city has granted building loans at 5 per cent interest, and upon completion of the project, has taken back mortgages for permanent financing at 3½ per cent. All projects but one have been cooperative, and require investments by the cooperators of $350 - $500 per room.

(5) **City-aided low-rent public housing.** This is a small program, subsidized by city funds through a special tax on gainfully occupied premises. Here the housing authority borrows the capital cost and uses the tax proceeds to reduce the rents. The number of projects under this formula has totaled five, supplying 1,666 units, according to Abrams.

(6) **City-aided "no-cash-subsidy" projects.** Here the city borrows on its own credit, re-lends the money to the housing authority and grants tax exemption on improvements. The housing authority charges the going rent, which amounts to about $20 per room. This program, according to Abrams, has been most successful. The projects have numbered almost 40, and the number of units completed has been about 35,000, having entailed loans well in excess of $450 million of project costs.

(7) **City-aided rehabilitation of older structures.** The housing authority has taken over 42 old buildings with rental units for 567 families and is rehabilitating them at a cost of about $3,000 per unit in

addition to acquisition costs. Although it is too soon to gauge the results of this effort, Abrams points out that one of its defects is the high cost per dwelling units and the tenant displacement it entails.

(8) **Conversion of projects into cooperatives.** Under this law, recently passed, the housing authority proposes to convert eight of the public housing projects rented to middle-income families under the "no-cash-subsidy" program to cooperatives at from $18-$23 per room. Down payments are expected to be about $600 per room.

(9) **Mortgage facilities corporation and mortgage corporation financing.** A few years ago, at the request of former Governor Harriman, banks, insurance companies and other lending institutions were called together to form a mortgage facilities corporation to make loans to slum owners for rehabilitation and for general mortgage purposes up to 80 per cent of appraisal. Loans are being made in slum areas inhabited by minorities and others. In 1959, a similar formula was authorized by Governor Rockefeller to provide for the financing of limited-profit housing companies.

(10) **Further state loans for Mitchell-Lama Projects.** In 1960 a new law was passed authorizing the state to borrow additional funds for re-loan to private operators who would build cooperatives or other projects under the Mitchell-Lama formula, outlined above. The bonds to be issued are to be revenue bonds and will therefore carry a somewhat higher interest rate than the general state obligations. The operations under these formulae are not all perfect, according to Abrams, but they include a number of worthy efforts which would help ease the housing situation for middle-income families.

While the above programs are not advanced here for duplication by the State of California, despite their many shortcomings, they do indicate the many possible approaches California might consider as a solution to the housing needs of our low- and middle-income families. The most significant lesson of the New York experience is that the availability of loan funds is the primary factor in the encouragement of construction, both public and private. It emphasizes that the use of public credit is the key to low cost money and to ample money. This, then, must be the primary consideration of the Housing Commission which we urge Governor Brown to appoint at this time.

We are pleased to note that California labor is not alone in seeking this broad objective. In 1957, the Homebuilders Council of California, in a study of the impact of the construction industry on the levels of economic activity in the state, came to a similar conclusion, at least insofar as middle income housing is concerned. In its summary and conclusions report, point 52, the Association said:

"The only way that residential building may be maintained at rates commensurate with the growth of the population in the state is to have mortgage funds available at rates which permit middle-income groups to qualify for loans. Since in the present market, lending institutions cannot afford to make FHA-insured or VA-guaranteed loans, some new method of financing must be devised."

Again in point 62, the Association said:

"If housing production is to be maintained at levels appropriate to the needs which continued growth in California will create, it is essential that new sources of capital to finance housing be developed. The normal way to increase the amount of money invested in any particular type of activity is to pay higher rates of interest. However, this is impossible in the case of housing, because high rates make it impossible for middle-income buyers to qualify for loans."

The Association came up with what it called a "possible solution" by developing some method of joint-lending whereby loans are initiated by lending institutions, but the money provided comes partly from the institution and partly from the government.

Organized labor does not claim to have all the answers, but we know where the needs are, and we are convinced that people of good will, once they come to grips with the problem and divorce themselves from selfish interest, can arrive at solutions which the people of this state and nation can accept without fear of destroying the private incentives which have made us the wealthiest nation in the world.

Adopted, pp. 107-108.

XII

EDUCATION

(a) The dismaying discrepancies between our educational needs and our public school system's shortcomings in terms of quantity and quality of facilities and teaching staff, further compounding solution of the impatient problems confronting America and the rest of the world, can be overcome only through

the enactment of a comprehensive federal aid to education measure calling for school construction, improvement of teacher salaries, and scholarship opportunities as broad in conception as were contained in the G.I. Bill of Rights.

Organized labor's historic support of a free and universal public school system has been predicated on the conviction that only an informed and enlightened people can govern themselves wisely. At the same time, we have been cognizant of the fact that the quality of the nation's education is reflected in direct ratio to the resources and interest we are willing to put into our school system.

The Soviet Union's recent scientific break-throughs shattered the calm complacency of many thoughtful Americans as to the adequacy of our educational effort. To some degree, there has emerged a more mature understanding of the sadly wanting financial underpinnings of our schools as one of the principal factors in our lag. But the full portent of things yet to come unless some changes are made, is to be seen in the U. S. Office of Education's finding that education commands only 5 per cent of our national budget in comparison with a 10 to 15 per cent allocation in the Soviet Union.

The pressing need for overhauling and strengthening our schools, however, would remain if the Soviet Union were to disappear tomorrow. The demand for solutions to the most urgent problems of humanity the world over are with us more each succeeding day. They can be met in an enduring manner only if our educational system can equip us with a greater capacity to solve problems of productivity, distribution, social justice and international relations.

The full development of our capabilities to measure up to the future is contingent upon our schools meeting a number of requirements. The most obvious is the need for adequate physical facilities, personnel and teaching materials. Teacher training must be adequate to meet the needs of all children. Finally, access to educational opportunities s h o u l d be limited only by the capacity of the student.

How well are we meeting these needs today? The tremendous loss of talent incurred by the nation through restriction of educational opportunity based on financial, racial and similar reasons is so apparent to everyone as to preclude the need for detailed examination.

The remaining major elements of a sound formula for our public school system, adequate facilities and teaching staff, are similarly compromised. Their combined effect has created overcrowded conditions for over eight million of the 35 million students enrolled in our public schools. This overcrowdedness often takes the form of double and even triple sessions for school children. Hundreds of thousands remain housed in fire traps apt at any moment to explode into major disasters.

School children returning to their classes in a few weeks will be greeted by a national deficit of 132,000 classrooms. The more than eight million overcrowded students include both the group who would be housed by additional construction of facilities and those who are presently forced to share their crowded quarters.

The continuation of the lag of our school system behind our population growth will result in an average class size of 200 students by 1970, according to the Educational Testing Service at Princeton, N. J. The impact of this trend upon students can be seen from the organization's estimate that one piece of written work weekly for such a class would entail 33 hours of outside work for a teacher.

The unprecedented growth in the need for classroom facilities, due to the population explosion as well as normal growth factors such as obsolescence and destruction by fire, has been a major factor in the virtual quadrupling of public school expenditures from $4.3 billion in the school year ending during 1948 to almost $16 billion last year.

With 96 per cent of the total revenue required by the operation of our public schools being furnished through the regressive state and local tax structures, it is little wonder that the indebtedness of such governmental units has sky-rocketed by nearly 200 per cent during the last decade. The fact that local and state finances have been pressed beyond their limits in many areas of the nation is reflected in the recent decline of about 20 per cent in the sale of school bonds. Practically speaking, this means that the 3 per cent drop in classroom construction for 1959 was expected to decline by well over 10 per cent to 62,700 during the year ending in June 1960. A swelling of the public school population by around 1.5 million annually, coupled with the need for a higher quality of education as a result of rapid scientific and technological advances, move the problem totally beyond the reach of state and local tax bases.

Our classroom plight is duplicated and compounded by our deficiencies both in the number of teachers and in the quality of teacher training. A year ago, we suffered from a shortage of 195,000 qualified classroom teachers. This represented a loss of almost 56,000 qualified teachers in a year when school enrollment climbed by 1.75 million. The number of emergency teachers, those unable to qualify for the lowest standard certificate in their fields, rose over 6 per cent that year to 99,000. Almost three million public school students were trying to learn under the handicap of inferior instruction.

The severe teacher shortage is intimately related to bread and butter matters. The average salary of all teachers in the 50 states during 1959-60, including those who have been in the profession for many years, was estimated at about $5,160. Beginning teachers average only $4,033. In the preceding school year, 18 per cent of our teachers earned under $3,500.

To compete with the salaries of other professions requiring comparable study and training, the beginning teachers would have to start in at $6,000 and rise to $13,000 within eight years, according to the American Federation of Teachers, AFL-CIO. This estimate is essentially confirmed in a professional appraisal of our educational needs by the U. S. Office of Education. If our educational requirements are to be met, that agency concluded that the American people should look toward a 50 per cent increase in salaries by 1963 and a $25 billion school building program over the next decade.

The Eisenhower Administration's blind, penny-pinching outlook resulted this year in identical Administration proposals being made to Congress as were submitted last year. Its "bankers' bill" remained as we characterized it in our 1959 policy statement analysis, an offer of a free pencil sharpener from the federal government for each school built by the states and local communities. Specifically, it was limited to $100 million annually available towards helping school districts pay off construction loans, which most of them could not afford to undertake anyway.

For those who fervently understand the need for strong federal aid to education legislation, the current session has served at least one purpose. When the Senate deadlocked on an amendment proposing to include teachers' salaries in a limited school aid bill, Vice President Nixon was forced to abandon his previously assumed pose of sympathy for the teaching profession's dilemma by casting the deciding vote against their inclusion.

Pending before the Congress at the present time are two measures opposed by the Eisenhower Administration which would constitute a limited beginning in solving the problem. The House has passed a $1.3 billion four-year bill for classroom construction. The Senate has endorsed $916 million annually for two years for both school construction and teachers' salaries. The Administration, through the Republican-Dixiecrat controlled House Rules Committee, has prevented final Congressional action by holding up approval of a conference committee in the Rules Committee.

Organized labor, while lending every possible aid to enactment of these measures, nevertheless recognizes that they are probably the most that can be hoped for from the present Administration. We reaffirm our support for a comprehensive federal aid to education bill providing:

1. Such funds as are needed to meet our school construction and teacher salary deficiencies.

2. Grants to enable teachers to acquire such additional training as they may need in order to fulfill properly their educational functions.

3. Scholarship opportunities as broad in conception as those offered to veterans since World War II. This would substantially offset the loss to the nation stemming from the annual failure of 150,000 high school students from the top quarter of their classes to enter college, largely because of financial reasons.

4. Expansion and improvement of adult education facilities to assure the fullest development of understanding required in our rapidly changing world.

5. Denial of federal aid to any governmental unit or institution discriminating on the basis of race, creed or color in their educational programs.

6. Complete elimination of illiteracy.

The opponents of federal aid to education continue to base their arguments primarily on an alleged threat to local control of the educational process. There is nothing in the record to demonstrate the legitimacy of these feigned fears of federal interference in matters of curriculum and administration. There is, in fact, a large body of experience in this area to disprove this theory. Federal grants were involved in the GI Bill of Rights, vocational education programs and defense education scholarships. They were used to set aside land for the use of land grant colleges and to compensate federally impacted areas. Not a trace of evidence can be shown that federal interference with

local control has taken place in these instances. Beyond this, all major proposals for federal aid have contained iron-clad guarantees against federal interference.

Opposition to federal aid for our school system rests primarily on the fact that federal assumption of a larger share of responsibility would cost upper income groups more than they now pay through the regressive state and local taxes currently supplying almost the entire budget of the public schools.

In giving our fullest support to comprehensive aid to education, California labor again cautions against the Administration's shortsighted and dangerous inclination towards overemphasizing the importance of defense education. Surely, recent stresses and strains in our relations with nations predisposed towards close friendship with this nation have taught us that the development of our social sciences is at least as pressing a need in the long range. It is only by arriving at such a perspective, and a willingness to underwrite it, that we can assure the preservation of the best in the American tradition for ourselves, our children, and the world. Nothing short of this will meet the demands of tomorrow.

(b) While pressing for the enactment of an adequate federal aid to education program, and the application of the ability to pay principle to state and local taxes, organized labor will continue in the mainstream of active support of our state school system with practical methods of financing California's schools as well as other programs designed to maintain the highest standards of education.

With the startling population growth taking place in our state, California's public school system is being burdened with problems every bit as impressive as those affecting the entire nation.

We are confronted with projections calling for a 72 per cent increase in classroom construction by 1970. At best, our colleges and universities will produce only 56 per cent of the new elementary school instructors, and substantially less also of the secondary school teachers needed in our public schools. But on top of this, as is the case also in other states, we continue to witness as many as half of the graduates of our teacher colleges bypassing their chosen field for economic reasons after training. Towards the beginning of 1959, some 14,670 California teachers were employed on provisional credentials and accounted for over 10 per cent of the total certificated staff.

The regressive consumer-based tax structures of California and her communities, as indicated in greater detail in our taxation policy statement, have reached the bottom of their financial barrels and are finding it more and more difficult to undertake the additional capital outlay and school support expenditures that are necessary because of legislators' refusals to come to grips with these regressive tax structures that are imposing intolerable burdens on low and middle income families.

While pressing this fundamental issue before the legislature and for social balance in the satisfaction of basic unmet needs of the people (see policy statement on Full Employment and the Economy), we shall continue to support the maintenance of the best educational standards possible through the following approaches:

1. **School construction bonds,** particularly when the less expensive pay-as-you-go financing is not feasible.

2. **Local and regional master planning** to prevent the scattering of housing all over suburbia without regard to tax bases for school support or provision of adequate land for school construction.

3. **Organization of teachers** into bona fide unions for professional and economic advancement as the only genuine method for their attraction and retention.

4. **Wide community participation,** including that of organized labor, on school boards and similar bodies as the surest guarantee of constructive policy determination.

(c) Public exposure of the hypocritical character of the 1958 "right to work" campaign and the climate that produced the Landrum-Griffin Act have re-emphasized the growing importance to workers of sustained labor education activities aimed at effectuating our economic and social programs and cooperation with other consumer-oriented organizations toward combating the causes and effects of administered inflation.

The fundamental importance of worker education to organized labor's very existence was forcefully brought home by the success of our intensive statewide efforts in 1958 to strip away the carefully nurtured camouflage wrapped around "right to work" by predatory big business

interests. The anti-labor climate created to pass the Landrum-Griffin bill in 1959 also has brought focus on the fact that without broader membership and public understanding of the labor movement's programs, our resolutions are doomed to remain meaningless scraps of paper for lack of active community support.

So long as there are fissures in our solidarity and battles to be won in the long struggle for the attainment of human dignity and security, organized labor dares not rest on its laurels.

That there are such weaknesses and uncompleted social and economic struggles, cannot be denied. Perhaps the most serious internal problem is the frequent lack of rank-and-file participation stemming, ironically, from the complacency engendered by a long and successful history of collective bargaining. This is supplemented by the large number of younger workers within our ranks who too often have little appreciation of the sweat shop conditions preceding the organization of their industry or the sacrifices undertaken by many of their fellow workers in the building of our present wages and working conditions.

The undermining of these union standards is obviously the primary objective of industry's growing emphasis upon public relations, employee education and political action programs. The only antidote to these rapidly expanding efforts is a sound workers' education program. To work effectively in this area, the principal ball-carriers must be the local unions themselves. The following state-sponsored labor education programs of proven value must be expanded:

1. **Statewide, week-long labor institutes** devoted to leadership training in areas of special interest, such as social security, health and welfare, collective bargaining and other major issues facing the labor movement. Opportunity is afforded for intensive study and discussion of issues vital to our continued growth and progress.

2. **Week-end labor education conferences** on a regional basis to supplement statewide institutes. More limited subjects such as grievance handling and unemployment compensation undergo detailed analysis. Local leadership is thereby enhanced by enabling more rank and file members to participate.

3. **Annual labor press institutes and conferences** seeking solutions to common problems regarding financing, format, circulation and stimulation of reader interest. The labor press represents the most regular and direct contact with our membership on the issues of the day. It affords the opportunity to counteract errors of omission or commission contained in the commercial press. We concur with President Meany's recent call for greater emphasis by the labor press on education regarding the major issues of the day. The development of this medium for the purpose of achieving the most informed and intelligent membership possible remains one of the foremost challenges confronting organized labor.

4. **Annual labor scholarship awards** to competing high school seniors, in addition to furthering the education of promising students, serve to promote factual study of labor's role in our communities and strengthens our relationship with local school officials as well as the general public.

Three of the six $500 scholarship awards granted this year by the California Labor Federation were made possible through cooperation of the Los Angeles Building and Construction Trades Council, the California Legislative Board of the Brotherhood of Railroad Trainmen, and Painters' District Council No. 36 of Los Angeles.

The awards were made to students from a competitive field of high school seniors in California. They are based upon a special written examination on the history and scope of labor-management relations and the student's scholastic record. The award is deposited with the college chosen by the student. No restrictions as to the student's future course of study are involved. The great value of these awards in breaking down anti-labor prejudices and encouraging study of the labor movement's history and economic and social purpose justifies their annual continuation.

5. **Consumer education** remains the most potent and largely untapped area of concern for organized labor. Unjustified price increases have often erased wage and fringe benefit gains. Although wage increases are normally much more than offset by the increased productivity of workers, these administered pricing practices are invariably accompanied by voluminous propaganda seeking to antagonize consumers towards unions by attributing responsibility for higher prices to labor costs.

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

closed. In our quest for a more thorough understanding of present day marketing and pricing practices, and in accordance with the mandate of our last convention, the California Labor Federation, AFL-CIO, was proud to play a leading role in formally launching the California Consumers' Association at its first constitutional convention two months ago. We identify ourselves wholeheartedly in the Association's expression of thanks to Governor Brown and the legislature for establishing the Office of Consumer Counsel and its commendation of the Consumer Counsel's conscientious and energetic execution of her functions. We pledge our unstinting aid to the pursuit of the following program:

1. Health care for the aged under the federal Social Security program.

2. Adequate field staffs in the state's public health and agriculture departments to provide the protections intended by California's pure food and drug laws.

3. Enactment of a state cosmetics law for the protection of consumers.

4. Legislative prohibition of the use of food additives known to induce cancer.

5. Support for the Bureau of Consumer Frauds recently established by the state's Attorney General for vigorous prosecution against the chiseler, the bunco artist, the living room racketeer, and others who prey upon California consumers.

6. State and federal legislation requiring full disclosure of the true costs of consumer credit.

7. Repeal of so-called "fair trade" legislation which should more properly be called "price-fixing" legislation.

8. More effective state legislation to enforce laws relating to weights and measures, together with the repeal of laws permitting packaged and processed foods to contain weights and measures smaller than those specified on the label.

9. Legislation protecting consumers in the field of service repairs.

10. Support efforts to combat unfair natural gas pricing.

11. Congressional and Federal Trade Commission investigation of consumer exploitation through administered pricing.

The formal and constitutional launching of this body with broad labor participation and representation is very timely and will undoubtedly prove most effective in creating a strong base of support for the Office of Consumer Counsel. In thus helping to assure the general public that it will have a voice in consumer problems, we are laying the foundation for a healthy economy while removing the platform from which anti-labor elements gain so much of their destructive legislative momentum.

Adopted, p. 108.

XIII

INTERNATIONAL AFFAIRS

While supporting every practical effort to eliminate atomic weapons testing and production, together with reduction of armaments under effective inspection, California labor recognizes the necessity for maintaining adequate military resources to deter the Soviet menace and any potential aggressor nation, and the fullest implementation at home and abroad of the finest elements in the American heritage of liberty and equality of opportunity as the only certain route to peace, prosperity and freedom for all the world's people.

For the first time in history, mankind's technological understanding has brought the prospect of peace and prosperity for all the world's people within reach. The simultaneous birth of the age of H-bombs, ICBMs, space rockets and satellites has made every American family conscious of foreign policy as never before.

In surveying the world around us, we see once-free nations now held captive by the Communist tyranny. Since World War II, this dictatorship has waged a ruthless cold war involving military aggression, subversion, diplomatic blackmail and mass intimidation. Countless concessions by the West only whetted the Soviet appetite and forced the free people of the world to rearm in order to survive in freedom.

In an effort to reduce the dangerous levels of international tensions, the West agreed to a summit conference to be held early in 1960. The Soviet Union's torpedoing of that effort is now history. Whether due to the impact of the U-2 plane incident, or because the Kremlin finally realized the West would not surrender on Berlin, Khrushchev crudely posed impossible ultimatums to the free world and specifically to the United States. No nation dedicated to peace, freedom and human dignity can tolerate threats and bullying tactics, first on Berlin and now on the plane incident. These are the tactics of a dictator and a regime seeking to heat up the cold war rather than the easing of tensions. As President Meany observed:

"Khrushchev's rage over the U-2 incident failed to carry conviction, especially when he boasted that he knew about such overflights at the time of his visit to America last year and never uttered a word of protest."

In the face of such a treacherous adversary, organized labor is more firmly convinced than ever that the confrontation of totalitarianism from a position of total strength is the only avenue to the desirable ends of peace, disarmament and ending to atomic weapons tests and production. Such strength can be brought about only through the implementation of Americas' finest democratic ideals, together with military strength capable of both massive and limited retaliation to deter or defeat any aggressor. In reiterating America's support for adequate military power, President Meany recently added:

"These (military) measures are important. But as I suggested earlier, they are far less important than what we do, here in our country, to demonstrate the superiority of freedom as a way of life. There is no doubt that we are today the richest, the most productive, the most bountiful land on earth. But for the first time in our history we face a real challenge. All over the world the question is raised: Has the American way of life run its course? Can we keep pace? Will we, in due course, be surpassed by the Soviets who seem on the face of things at least to be ahead of us in scientific achievements?"

The irrepressible "revolution of rising expectations" underlying the rapid movement of people in every last corner of the world, in a determined effort to break with their heritage of hunger, disease and illiteracy, will understandably evaluate our way of life in terms of our deeds. Much of their judgment will be based on our performance at home in dealing with the needs of our own people in crucial areas such as civil rights, development and distribution of natural resources, economic and social security.

If we fail our people in these respects, and are equally inattentive to the much more pressing requirements of the less developed nations, we can confidently expect that people in troubled spots of the world will eventually succumb to Communist promises. The challenge of our time, therefore, is to demonstrate that a free society is a far better and more productive alternative.

With these considerations in mind, organized labor in California urges the development of a comprehensive foreign policy program along the lines outlined by the national AFL-CIO:

1. Adequate military strength to deter and, if necessary, to defeat any aggressor.

2. Revitalization and broadening of NATO toward effective economic, scientific, cultural and military cooperation.

3. Strong U. S. leadership in international programs promoting peaceful uses of atomic energy.

4. Systematic elimination of colonialism and decisive assistance to the industrial and agricultural development of new nations through combining adequate long-term financial resources with an increasing reliance upon multi-lateral programs, surplus commodities, and acceptance of local currencies in repayment of loans.

5. Determined struggle against racial discrimination in the United States, without which we cannot hope to win the full trust and support of Africa's, Asia's and Europe's captive peoples.

6. Diligent pursuit of armaments reduction, even if only on a limited scale, provided effective international inspection is assured. Within such an inspection system, we should strive for the banning of military atomic tests, a halt to the production of weapons of mass destruction, and a genuine reduction in armed forces.

7. Strengthening the United Nations as the best hope for world peace and granting it the authority to implement its decisions on vital international problems.

8. Free elections under U. N. supervision in disputed areas to settle problems peacefully and democratically. This remains the only just and practical method for reunification of Germany.

9. Tightening our ties with Latin-America on a basis of equality, promotion of economic development and improved living standards.

10. Stepping up America's economic growth rate to meet the needs of our people and our allies.

11. Initiating an international conference of non-totalitarian nations to prepare a program for the promotion of peace, freedom, prosperity and social progress through joint action in raising purchasing power and productive capacities, particularly of underdeveloped nations. Such a conference should seek to expand domestic and international markets, stabilize basic raw material prices, organize equitable international access to the world's natural resources, and secure more rational utilization of any nation's surplus manpower.

In addition, we fully concur with President Meany's statement:

"We of American labor stress that the pursuit of peace, through every honorable means, is not a mere pious wish but an earnest day-to-day task. There must be no limit to our patience and persistence in seeking just and peaceful settlements of issues. In this spirit, our country should—regardless of abuse, slander and provocation—always keep open the door to negotiations with Moscow.

"In such negotiations, we must be ever mindful of the fact that appeasement of the demands of any expansionist power only invites aggression. Hence, our government should, in its negotiations, never assume or accept as settled and final any conquest the Kremlin or any other totalitarian regime has made through direct or indirect military aggression, threats of armed intervention or Communist subversion."

As a free trade union movement, we cannot and will not tolerate the police state doctrines of totalitarians which would have us believe that it is necessary to give up some of our freedoms in order to gain a measure of social and economic security. History has taught us that the signal point of an emerging totalitarian state is always the loss of freedom for the individual worker and his trade unions. We have learned this not only in Communist Russia but in Nazi Germany, in Fascist Italy, in the former military state of Japan, in Tito's Yugoslavia, in Franco's Spain, in the military dictatorships of South America and, indeed, in the white-supremacy rule of South Africa.

Let us be frank to recognize that under the threat of nuclear warfare, which could destroy civilization, there is no alternative to continuing negotiations to prevent the outbreak of another war. But let us also keep our terminology straight. As a nation, we seek agreement on disarmament with iron-clad provisions for inspection to prevent open hostilities, but we can never achieve real peace in the world under conditions which would condemn half the world to live in a state of slavery or near-slavery in its various forms. The best we can hope for in the present world situation is negotiated disarmament and non-war.

Within the AFL-CIO, our state organization is part of the free trade union movement of the world, working within the framework of the International Confederation of Free Trade Unions. As such, our obligations as free workers in California extend beyond the borders of our state and nation to the preservation and extension of freedom to all workers.

Locate the trouble spots of the world, where underprivileged, but free peoples are on the verge of surrendering to totalitarian forces, and it is readily apparent that the work force in those areas is characterized by exploitation. They are denied the freedom to organize themselves into free trade unions for the improvement of conditions of life and labor, and their real leaders are being eclipsed by those whose claim to leadership is based on selling the freedom of desperate workers, piece by piece, for the illusion of a better working life under totalitarian doctrines.

If we recognize that two-thirds of the world's population are people of color, it is evident that even the most astute diplomats cannot offset the adverse and damaging effect of one internationally reported breakdown of human rights and equal opportunities in Little Rock, Montgomery, Mississippi, or any other part of the nation.

We again pledge our complete backing to the ICFTU in its struggle to win bread and peace with freedom in the newly independent nations of the world. We urge the expansion of its work particularly in those areas, such as Africa, where the struggle for full rights of self-determination have still to be won. Its efforts may be the decisive factor in whether these new nations turn to the East or the West, for it is an established fact that the most effective bulwark against totalitarianism is that of a strong free trade union movement.

We should not lose sight of the fact that the loss of freedom has not been limited to the area immediately adjacent to and under the control of Communism. Close to our own shores, the Cuban government has rapidly drifted in the direction of totalitarianism. In the course of this development, free trade union leaders have been supplanted by pro-Communist leadership in the Cuban Confederation of Workers.

Since our concern for freedom is not restricted to merely the areas of Communist domination, we voice our fullest support to the ICFTU's call for a halt to aid for blood-stained tyrants such as Franco of Spain and Trujillo of the Dominican Republic. We join the ICFTU in urging the Western nations to immediately abandon any remnants of colonial practices in their relationships with other nations.

We wholeheartedly welcome the determination of the world free trade union movement to put an end to the wanton and

brutal oppression of South African workers under that nation's "apartheid" racial policies. To that end, we pledge all possible support for the worldwide boycott of South African goods and urge our government to consider the feasibility of halting the purchase of South African gold and other economic sanctions.

Finally, we believe that the gradual reduction of trade barriers among free nations is in our own best interest. This must be done in such a manner as to maximize benefits and minimize injuries to all workers concerned. The extension of the Reciprocal Trade Act for five years beyond 1962 would be the most effective method to do this, if the following needs are observed:

1. Incorporation of fair labor standards principles in international trade.

2. Continuation of the escape clause and peril point procedure under the Trade Agreements Act.

3. Safeguarding of absolute historical levels of domestic production to prevent the impact of sudden major influxes of goods produced by cheap labor.

4. Assistance to workers, firms and communities where increased imports adversely affect American industry.

5. Removal of present tax deferral provisions for private capital invested overseas in the production of items destined to compete with our own products within the United States.

Adopted, pp. 112-113.

XIV

WATER RESOURCES DEVELOPMENT

California labor reaffirms its support for maximum and integrated development of the state's water and power resources in accordance with firm policies which assure the most economic and financially feasible method of developing a limited resource, which secure and protect the rights of workers, and which ensure the widest possible distribution of benefits of such development.

In the history of water and power development in California and the West, California labor has established itself firmly on the record as the most consistent advocate and active force for the full and integrated development of our limited water and power resources consistent with the public's interest. In our actions, we have been faithful to p r i n c i p l e s recognizing that water is a basic resource, that its method of development not only sets limits on the growth of our economy, but also determines to a large measure the course of future economic growth, and that as a basic resource, its development must be for all the people, rather than for special interests which seek development as a means of self-enrichment and advancing their economic power and political authority.

Accordingly, we reaffirm our convention policy actions of previous years, and pledge our continued dedication to this high purpose as we press forward the demands of our membership for full, integrated and multiple-purpose development.

We emphasize that California labor has no sectional or special interest in California water development. Ours is the interest only of the general public, which wants utilization of all financial resources available for water and power development; which knows that the state must enter the water and power business; which knows that the maximum amount of money available from all government sources must be put into development of water resources because their development controls the growth and prosperity of California.

Ours is a public interest which knows that the state government cannot do the job alone, any more than the federal government, local agencies or private interests; which knows that hard-to-come-by state funds must be used to **supplement** and not **supplant** a single penny of potential available federal funds in a real partnership program for coordinated, planned resources development. And finally, ours is a public interest which demands concrete ironclad policies which will protect the financial, economic and social interests of the entire public in coordinated development financed out of the public purse.

We have consistently maintained that it is foolhardy to believe that planning and development of our state water resources will automatically proceed in the most economically and financially feasible manner possible, and maximize the funds that are potentially available through federal financial participation. As detailed in previous statements of policy, it is a certainty that this will not be the case if the state of California holds out to special interest groups an avenue for escapement from protective federal laws by using scarce state funds to construct water development units which otherwise would be undertaken by the federal government if the escapement avenues were closed and

unity were therefore made possible in going to Congress to maximize federal participation.

Water development in California has been consistently plagued with this pervasive problem because of a general legislative policy vacuum that has been maintained in this state over the years of struggle by the people against special interests seeking the development of our water resources for their own aggrandizement. In reaffirming our policies of the past, therefore, we again call for the establishment and maintenance of firm policies to ensure rapid and comprehensive development of water and power resources for the people. Among others, these include:

1. Full enforcement and application of the anti-monopoly, anti-speculation protections of federal reclamation law in all projects either directly undertaken by the federal government or subsidized in any manner by the federal government.

2. Enactment of such protections into state law, or protections at least equal in strength and purpose, as a condition of any water and power project undertaken by the state in order to ensure not only a wide distribution of benefits of public development, but also as an essential step to ensure rational planning for the development of our limited water and power resources.

3. Establishment of firm policies relating to all other aspects of water and power development which (a) provide sound criteria for determining the economic and financial feasibility of proposed undertakings, (b) assure full realization of the benefits of integrated public power development for power consumers without the benefit of any tax subsidies, (c) set forth the criteria for the pricing of irrigation, domestic and industrial waters, including policies on whether irrigation waters should be subsidized directly by the taxpayers or through increasing the charge for municipal and industrial water or the price for power, or other services and commodities available from the projects, (d) determine how project costs shall be allocated to various project beneficiaries, and (e) assure full development for integrated and multiple-purpose use of water, including the full development of recreation facilities, with adequate funds for such development to the extent that recreation features are consistent with other uses of project undertakings.

4. Enactment of firm state policies to secure (a) guarantees on the right to self-organization of public employees, (b) guarantees on the right of collective bargaining for workers employed in the operation, maintenance and repair of projects, and (c) prevailing rates in the construction, modification, recontruction and alteration of water projects. Such protections must apply not only to the state, but also to all similar districts and agencies which will contract for the benefits of state water development.

Adopted, p. 113.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO makes the following recommendations regarding the propositions which will appear on the November, 1960 general election ballot:

Proposition No. 1—California Water Resources Development Bond Act

This act provides for a bond issue of one billion, seven hundred fifty million dollars ($1,750,000,000) to be used by the Department of Water Resources for the development of the water resources of the state.

Recommendation: Vote NO

Argument Against Proposition No. 1

In the field of water resources development, as in other fields of socio-economic activity, California labor has always held to the position that what is good for the general public is good for organized labor. Proposition No. 1, embodying the $1.75 billion water bond program, puts this historic position to the acid test before the Third Convention of the California Labor Federation.

Simply stated, Proposition No. 1 poses this question:

In response to the lure of immediate job benefits to be gained by segments of labor from the construction of the proposed water development program, shall we abandon our historic principles and policies for sound water resource development, as embodied in the policy actions unanimously adopted by the 1959 Federation convention in San Diego, and embrace a water program which was conceived in deceit under a previous administration and nourished through the legislature in a pork barrel?

For the bait of jobs dangled before our noses, shall we snap at a program which was developed in a veritable legislative policy vacuum without sound criteria for determination of economic and financial feasibility, without protections of the taxpayers against vast monopolization of benefits and enrichment of the few, and without necessary protections for workers who would be involved in the operation of the project?

Shall we participate in such abandonment of our principles and support a program, which would literally enthrone the monopoly and speculative interests who historically have been the enemies of comprehensive and integrated water development, who have used every political trick in the book to hold up such development, and who today stand first in line to reap handsome rewards for their disruptive and divisive tactics, all at the expense of the public?

Our answer is a resounding "NO!"

Standing Policy

This recommendation upholds unequivocally the policy actions unanimously adopted by our 1959 convention. There is nothing in the record of events that has transpired since then to warrant any deviation from the sound position taken at that time.

The 1959 convention policy position of the Federation was contained in (1) a detailed statement on water submitted by the Executive Council, and (2) a composite resolution (No. 81), supplementing this more detailed statement on water resources development. (See 1959 proceedings, pp. 88-91 and pp. 145-8 respectively.)

These convention actions, as conditions for support of the bond issue, require that basic policy protections be **enacted by the legislature** before the bond issue goes to a vote of the people this November. Both the detailed statement of policy and the supplemental resolution urged Governor Brown to convene a special session of the legislature for this purpose.

More specifically, the detailed statement on water development adopted by the convention appealed to Governor Brown to convene a special session of the legislature for the purpose of enacting "ironclad" protections which would prevent the vast enrichment and permanent enthronement of landed monopolists who stand to gain millions and millions of dollars at the expense of the taxpayers under the proposed water bond program. The statement pointed out that since the leverage of the project in the legislature had already been lost when Proposition No. 1 was approved at the 1959 general session, it was going to be exceedingly difficult to obtain any protections whatsoever. Nevertheless, recognizing the magnitude of the issue before the people, the convention left the door open for the Governor and the legislature to take appropriate remedial

action, not only with regard to the so-called enrichment issue, but also with regard to other aspects of the general water policy vacuum that exists in California. Among the latter, the statement listed the following:

(1) policies on how project costs should be allocated to various project beneficiaries, (2) policies on the pricing of irrigation, domestic and industrial waters, including policies on whether irrigation waters should be subsidized directly by the taxpayers or through increasing the charge for municipal and industrial water, or prices for power or for other services and commodities available from the project, (3) policies under which hydroelectric power generated by units of the state system shall be distributed, (4) policies on expenditures of state funds for the development of recreational facilities at reservoirs created as part of the state water plan, and (5) policies which would govern the determination of economic and financial feasibility on the various units of the state program. The convention statement concluded on a note that unless the **legislature** sees the wisdom of setting forth such criteria, it would, in fact, be asking the voters to approve a "blank check".

The supplemental composite resolution also adopted by the convention contained in summary fashion the essentials of the general policy statement, and in addition established the following as equal conditions demanded by organized labor for support of the program: (1) guarantees on the right of self-organization of employees involved in the operation of the project, (2) guarantees on the right of collective bargaining for employees involved in the operation, maintenance and repair of the project, and (3) payment of prevailing rates in the construction, modification, reconstruction and alteration in all aspects of water development projects.

Special Water Committee Appointed

Subsequent to these unanimous convention actions, the Executive Council of the Federation appointed a special water committee at its meeting in Santa Barbara, November 14-15, 1959, to meet with the Governor at his request for the purpose of discussing with him the 1959 convention policy actions and the possible resolution of differences.

As stated in the Special Water Committee's report to the Executive Council (printed in the report of the Secretary-Treasurer to this convention, and distributed to the delegates), "The committee met with the Governor in Sacramento, Friday, January 15, in an approximately two-hour session which was conducted in an atmosphere of friendly and cordial relations. This session afforded the committee an opportunity to gain firsthand information from the Governor and his water experts on all the major aspects of the proposed state water program. In turn, the meeting made it possible to relate to the Governor and his staff the details of the policy protections demanded by the delegates to the 1959 Federation convention as conditions for labor's support of the $1.75 billion water bond issue at the polls."

Although the Special Water Committee's meeting with the Governor clarified basic differences in viewpoints, it was concluded without any indication on the part of the Governor that he would call the legislature into special session to fill the policy vacuum. On the contrary, subsequent to the January meeting, the Governor rejected outright a special legislative session and announced instead that he would make known to the public the policies which would govern the state water program only under his administration.

These administrative declarations of intent were contained in a statewide radio and TV address by the Governor on January 20, 1960, and a statement of "contracting principles of water service contracts under the California Water Resources Development System" released by the Department of Water Resources on January 21, the following day.

Governor's Administrative Declarations

Although advanced as administrative declarations of policy intent to avoid legislative action, the Governor's declarations are important because they attempted to approach some of the basic criticisms raised by California labor in expressing our opposition to the water program at the 1959 convention.

It should be noted first in regard to conditions established by the convention demanding organizational, collective bargaining, and prevailing rate protections for workers, the Governor's policy declarations said nothing. Thus, both legislatively and in the Governor's declarations of policy intentions, the conditions set forth in this regard by the Federation convention are completely unmet.

The burden of the Governor's TV address and contracting principles released immediately thereafter were largely de-

voted to administrative policies regarding the delivery and pricing of both power and water.

Power—"Market Value"

In regard to power, the Governor introduced new concepts of power production, cost allocations, power pricing and distribution which are a radical departure from federal public power policies under reclamation law. Under federal reclamation law, in multiple purpose projects, the price of power is based on (1) the cost allocated to the generation and distribution facilities for power, plus (2) a calculated interest rate during the payout period for the capital outlay allocated to power facilities, plus (3) subsidies in the power price as may be determined necessary to reduce the cost of water deliveries (primarily for irrigation in federal projects).

Historically, these federal policies have resulted in power prices considerably lower than the so-called "market value" of the power generated by hydro sources. (The market value is determined by the cost of alternate sources of power, i.e. the cost of generating the same amount and quantity of power by steam plants.) Under federal policies, such low cost power not needed within the multiple purpose project has been made available to public agencies on a preference basis. The preference provision is meaningful only because the power is cheaper than alternate sources of supply.

But, irrespective of whether the cheap public power is distributed through public agencies or through private utilities, the cost allocation procedures under federal law generally have been to give consumers the benefit of the lower cost of power generated by public hydro sources.

The Governor's power policies on the other hand are premised on a power deficit within the state project, which is variously estimated to consume between three and four times as much power as it would produce. This is because the state project is broader than an integrated basin-wide undertaking. To the extent that it is a multiple purpose project for the development of water power on an integrated basis within the hydrographic area of the Central Valley, it is not a power deficit project. It is deficit only because the project contemplates transporting water out of this hydrographic area by pumping it over the Tehachapis into another hydrographic area.

Under this kind of a project, the Governor has reasoned that since there is an overall power deficit, the power required in the operation of the project should be paid for by the water users whether it is obtained from the project or non-project sources. Thus, departing from basic multiple purpose integrated development principles, the cost of the project facilities producing the power is deemed a proper cost of the water supply. In the allocation of project costs, therefore, no separate allocation of capital costs of power facilities would be made by the Governor. Instead, the capital cost of power will be included in the cost allocated to water supply. Accordingly, the pricing of power in the proposed state program would be unrelated to the cost of generating the power.

Despite the fact that there is an overall power deficit in the proposed program, the Governor still finds it necessary to determine the value of power for two reasons: (1) The large amount of high quality power produced at Oroville and other generating points (some 600,000 kilowatt hours at Oroville), is not the block of power that would be used within the project for water pumping purposes. It will be exchanged for low-price, off-peak and dump power, and therefore must be given a value for purposes of exchange. (2) Also, during an estimated first eight years of the project while construction is progressing, there will actually be considerable amounts of power available for marketing.

The policy of the Governor is to assign a value to the power based on the highest price that the power will bring on the market (a price competitive with high cost steam power) even though the 600,000 kilowatt hours from Oroville is from a hydro source. This assigned "market value" would also be the basis for exchange agreements (with the PG&E essentially) for power to be used within the project. However, at a "market value" price, the power, whether placed on the market or exchanged for pumping power, will return more in dollar value than the actual cost of producing the power; that is, more than the amount necessary to repay the power capital outlays, and provide for operation and maintenance costs of power facilities. In the case of power to be used within the project, the Governor calls this excess "an economic benefit" to the project. In the case of power actually sold on the market, the difference between the actual power cost and the "market value" of the power is called a "power credit". Both the "economic benefit" and the "power credit" would be used by the Governor to reduce the cost of water.

Thus, it is clear that the Governor's power policies provide that power, whether marketed or used on an exchange basis for internal pumping, would produce a subsidy for lowering the cost of project water. The subsidy would be paid by the power users. The Governor's preference distribution policies would be completely meaningless and apply only to the power that is actually marketed at the high "market value" price.

Two-Price System for Water

Regarding water deliveries and pricing, the Governor's policy declarations reject the so-called 160-acre limitation in federal reclamation law designed to protect taxpayers and other subsidizers of water, such as power users, from the monopolization of benefits by giant landholders and speculators. Instead, the declared administrative policies would invoke what is called a two-price system, based on the so-called Engle-Washoe formula in the federal Small Projects Act, which was devised as a giveaway to the monopolists.

Under the Governor's two-price system, at any point of delivery, irrigation users (for their first 160 acres of land) and the municipal and industrial water users would pay between $2 and $3 a foot less than irrigation users for land in excess of 160 acres. In other words, small farmers and municipal and industrial water users would supposedly realize the power subsidy.

Within the framework of the Governor's administrative pricing policies, the two-price system would work as follows: On lands in excess of 160 acres, the price would be the cost of delivering the water, including the **"market value"** of the power used to pump it to this land.

For all others—this includes land under 160-acres and municipal and industrial users—the price would also include the cost of delivering the water, including the actual cost of the power to pump it, rather than the **market value** of that power. But in addition, this price would then be reduced by the amount of the power subsidy as explained above.

It is to be noted in the contracting principles released by the state Department of Water Resources, that no construction of any transportation facilities financed wholly or in part through the sale of bonds would be started unless water service contracts have been executed which will ensure the recovery of at least 75 percent of the cost of such facility. However, only estimated water rates will be known at the time of the negotiations of such contracts, and contracts therefore would carry a general provision for changes in water rates and operating procedures. Once the aqueduct is finished and the water is available, users would then be in an advantageous position to negotiate with the state.

In essence, the Governor's administrative declarations pose this argument: "Have faith in the administrative declarations. There being no 'direct' subsidies, the high price of water to the large landholder, plus the differential rate, are an adequate control on unjust enrichment."

Both the Governor's TV address and the contracting principles released as his administrative declarations were thoroughly reviewed by the Federation's Special Water Committee, giving every possible consideration to their content and adequacy, with reference to the historical policy positions of organized labor, and specifically the 1959 convention mandate.

Executive Council Rejection

Meeting in March in San Francisco, the Executive Council of the Federation unanimously approved an equally unanimous report of its Special Water Committee that acceptance of the Governor's declarations of policy intentions "would be clearly contrary to the Federation's convention policy and its historic position in support of comprehensive water and power development in accordance with the basic policies designed to secure and protect the rights of workers and to ensure the widest possible distribution of benefits of such development." The Executive Council further expressed its firm conviction that their acceptance by this convention of the Federation, "without any modification by the Governor, and without securing a legislative base for their advocacy would require a substantial reversal of the Federation's long-standing policy position on water and power development."

The Council stated further: "We are not satisfied that the Governor has given sufficient consideration to the necessity of securing legislative policy protections. We find no reason, therefore, for recommending a departure from the present policy of the Federation."

Organizing and Collective Bargaining Rights Unmet

Noting the complete absence of any policy pronouncements to protect the organizing and collective bargaining rights of many employees who will be involved in

the California water program, the Council said:

"The organizational, collective bargaining and prevailing rate provisions of policy positions adopted by the convention are completely unmet at this point, both legislatively and in the Governor's policy declarations. This remains the case while a number of irrigation districts which will be contracting districts with the state for water are requiring unilaterally imposed 'yellow dog' agreements forbidding employees of these districts to even join a union."

Lack of Legal Adequacy

On the key issue of the adequacy of administrative declarations as compared with necessary legislative policy protections, the Council noted:

"The policy declarations would be morally binding on the Governor, but not necessarily on future governors, let alone the legislature and the courts. Without a legislative base, a future governor could overturn them at any time. With regard to the legislature, the people may vote for the $1.75 billion water bond issue on the strength of the declarations of the Governor's intentions only to find the legislature undo them at the 1961 general session. With regard to the courts, the Governor's policies also run the substantial risk that they may be declared unconstitutional on the basis of the assumption of legislative function by the executive branch of the government. The Governor's two-price system for water is certain to be challenged in the courts, even though the $2-$3 price differential may not be anything approaching a burden on the giant landholders who will be served by the project. In any such court test, it is certain that consideration will be given to the legislative history of the bond act. Both the Senate and the Assembly, at the 1959 session of the legislature, rejected the acreage limitation concept on the strength of the Governor's own opposition."

With all due respect to the Governor, it must be noted that the Governor is not the legislature. Indeed, only within the past year has the legislature even given any serious consideration to policies in the areas covered by the Governor's administrative declarations. One report issued recently by the Assembly Interim Committee on Water is categorically opposed to even the Governor's feeble two-price system advanced as a substitute for the anti-monopoly, anti-speculation protections of reclamation law. A Senate Interim Committee report, also recently issued, is more kindly to the two-price system, but deviates in many respects on other matters covered by the two-price system by the Governor's declarations. On the basis of these conflicts, and lacking any statement of law, the people are nevertheless being asked to vote for a major project which would largely determine the future course of the development of the state of California for years to come.

The vast shortcomings of the Governor's policy declarations are so tremendous that space must be given to their listing.

Subsidies Involved

The Governor's assertions that there will be no subsidies to giant landholders are without foundation in the reports of the Department of Water Resources and the recent preliminary report issued by Charles T. Main, Incorporated of Boston, Massachusetts, an engineering firm hired earlier this year to review the Department reports in light of damaging charges of inadequacy levelled against the state program by independent engineers.

As proposed, the water program envisages the Delta area as a water pool for transportation of water to areas of deficiency in the San Joaquin Valley and over the Tehachapis to the southland. It has been recognized that more water would be delivered from the Delta to the service areas of the main aqueduct south than would be brought to the Delta by the Oroville dam, the keystone of water storage facilities to be added. Since the Delta receives most of its water from the Sacramento and San Joaquin rivers, which are regulated by the federal facilities of the Central Valley Project, the entire project has vast hidden subsidies from the federal government.

Further, the federal subsidies involved because of this CVP regulation are now heightened by the prospect that the Oroville dam will not be built for 20 years under the recommendation of the consulting engineers from Massachusetts hired by the Water Resources Department. This independent firm has stated that Oroville dam is not needed until after 1980. In its basic criticism, the federal facilities regulating the flow of the water into the Delta are declared sufficient until 1980 to meet the needs in the Valley and in the south for two-and-a-half million acre feet of water annually. The Main report thus confirms what organized la-

bor has been saying all along, that the proposed project is heavily subsidized by the federal government without the application of the monopoly protections of reclamation law. Indeed, it was largely devised to escape such regulation.

But even ignoring these subsidies and those that would be provided by the federal government for flood control, and ignoring also the reduced costs of water to irrigation that results from allocation of costs to multiple purpose development, and the non-reimbursable items, the two-price system advocated by the Governor, at best, if it could be implemented legislatively and through the courts, would control only a small portion of the vast enrichment of giant landholders in the path of the aqueduct, and do absolutely nothing about monopoly, except enthrone it for the future.

Land Ownership Pattern

As pointed out on numerous occasions, the pattern of land ownership in the southwestern portion of the Central Valley, (which is the area that stands most to gain in irrigation benefits from the proposed program) staggers the imagination. A full 64 percent of the lands in the potential service area of the San Joaquin-Southern California main aqueduct below the so-called San Luis storage facility are controlled by a handful of giants and others with holdings of 1,000 acres or more. Here is the breakdown of approximately 4 million acres in this service area:

—Standard Oil—218,000 acres (5.5 percent)

—Other Oil companies—265,000 acres (6.6 percent)

—Kern County Land Company—348,000 acres (8.7 percent)

—Southern Pacific Company — 202,000 acres (5.1 percent)

—Tejon Ranch (reportedly owned 40 percent by Times-Mirror Corporation and Chandler and Sherman interests in Walker's Manual of Pacific Coast Securities) —168,000 acres (4.2 percent)

—Other holdings over 1,000 acres each —1,324,000, (33.1 percent)

The federal government holds ownership to another 4.8 percent of the lands in this service area. Only 31 percent of the lands are in holdings of less than 1,000 acres, and a good portion of these are subdivided or are located in incorporated areas.

Vast Enrichment

Even if all direct subsidies are withheld from these large landholders, the lands will increase in value in an amount estimated between $500 and $1,000 an acre because the availability of water will increase the productivity of the land. An example of what this can amount to is found in the holdings of the Kern County Land Company. As indicated above, Kern County Land Company holds some 358,000 acres in the potential service area of the San Joaquin Valley-Los Angeles Aqueduct. The land company says they are likely to get water for some 56,000 acres of these holdings. At the minimum enhanced value estimate of $500 per acre, the enrichment of the 56,000 acres would amount to $28 million. Chandler interests appear to be in line for about $10 million at this $500-per-acre enhancement value, based on estimates from the Department of Water Resources reports that Tejon Ranch will probably receive initially water for about 20,000 of the 168,000 acres of the ranch that are in the potential service area of the aqueduct.

All of this, it must be remembered again, is in addition to the enrichment that would result from direct subsidies which have been confirmed by the Charles T. Main report mentioned above.

Proponents of the bond program would try to cover up this enrichment by arguing against its occurrence on the basis that the water would be generally high priced, much higher, for example, than Central Valley Project water. This argument is based on the proposition that enhanced land values represent the capitalization of the subsidy that is provided in the water price. If there are no subsidies, therefore, the argument runs, there will be no unreasonable enrichment. But on the other hand, the Governor promises that water will be delivered at a price that would permit it being put to economic use, as it must be. (It should be noted that 45 percent of the water is earmarked for irrigation.)

The fallacy of this argument is obvious on its face. Even if, as the Governor claims, there will be no direct subsidies, there is no escaping the fact that there must be indirect subsidies, because otherwise the water price would be far out of reach of putting the water to economic use in agriculture. As indicated, in multiple purpose projects, cost allocation procedures by their very nature reduce the cost of water for the separate uses. They are the equivalent of indirect subsidies which help to reduce the cost of water be-

low the price of development on a single purpose basis. It is only if the water is developed on a single purpose basis that the capitalization argument holds, because if developed on a single purpose basis, the price of irrigation water would be so high that little if any could be put to irrigation use. The big land companies know this full well. If they are rumbling somewhat about the two-price system, it is only because of their insatiable appetite for feeding at the public trough.

Finally, in regard to the two-price system, there is a serious question whether the Governor would be able to negotiate a higher price with the large landholders, even assuming that future governors, the legislature and the courts do not overturn his policy. The Governor's office claims that they are not going to start construction of any of the delivery features until contracts to assure return of 75 per cent of the cost have been negotiated. But, because the financial feasibility of the project is based on the simple concept that water prices will be charged sufficient to pay off the project, and because the Department of Water Resources really does not know what price will do this, it will be necessary that there be a provision in the contract for revision of the rates when actual costs become known. This is stated in principle No. 7 of the contracting principles released by the Department of Water Resources. Also, contract principle No. 8 points out that the contracts will be for at least a fifty-year period, but that they will contain openings for changes in rates. In other words, regardless of the rate that may be negotiated in the contract at the outset, these rates will have to be adjusted upon completion of construction, and in addition, will be opened periodically thereafter.

At these reopenings, with the aqueduct built and the water flowing, the big landholders will be in a stronger bargaining position than the state. Not only could they eliminate the rate differential, they might even have the power to reduce the price below that which is considered necessary to pay off the project. Experience on the Pine Flat Dam service area in the Central Valley Project has already demonstrated what kind of power big landholders can exercise once the water is flowing and no firm contracts have been obtained. These big landholders have used this power for eight years to escape reclamation law where Congress actually applied the law, but did not get the firm contracts before the water was available.

Power Policy Inadequacies

The shortcomings of the power policies advocated by the Governor as administrative declarations are equally serious. The basic concept in multiple purpose development that power has a value apart from reducing the price of water has been discarded. As noted above, the so-called "market value" concept advocated by the Governor is geared to selling power at the highest possible rate (competitive with high cost steam power that could be generated as an alternate source) in order to reduce the cost of water deliveries. The logic of pricing power as if no cheap hydro sources existed forsakes the principle of economic development of a resource in an effort to give some feasibility to a project that contemplates transporting water from one hydrographic area to another. But it is not necessary to sacrifice economic principles for such a purpose in the economic development of the state. The development of our precious limited resources requires that as much weight be given to cheap power for the north as the availability of water for the south. In the case of the proposed water bond program, however, economics of water resources development has been sacrificed for the pork barrel of politics.

From the point of view of power consumers, their entitlement to cheap power from hydro sources cannot be brushed lightly aside. The fact is that although the overall project is deficit in power, the marketing or exchanging of power at a "market value" rate would have an important effect on the price of power to consumers irrespective of whether it is distributed on a preference basis by a public utility, or without preference by a private utility. The entire block of Oroville power (600,000 kilowatt hours firm) will go into a distribution system at a price that it would cost to generate substitute power by steam, just as if there were no Oroville Dam in the proposed project. Again, even ignoring the issue of distribution by public agencies, the price yardstick of public power from a hydro source would be totally lost, and the Pacific Gas and Electric Company would undoubtedly obtain almost all of the power generated. This is exactly what the private utility wants. Cheap power is prevented from reaching the market.

Other Policy Shortcomings

In regard to other aspects of legislative policy vacuum which the standing Federation policy has asked to be closed, the contracting principles issued by the De-

partment of Water Resources are also grossly inadequate.

Cost Allocations

On the matter of cost allocation for various project benefits, the contracting principles provide that cost allocations should be on "the separable costs remaining benefit basis for multiple-purpose facilities and on a proportionate use basis by areas for water transportation facilities"; and for purposes of project commodity pricing, costs are to be allocated among "water supply, flood control, recreation, and enhancement of fish and wild life, drainage, quality control and such other functions as may be authorized and performed by the particular facility or facilities under consideration."

These cost allocation principles, since they have no legislative base, could be manipulated in any number of ways to provide additional hidden subsidy for water over and above those which are implicit in the program and noted above.

Recreation Policies Lacking

Because of the tremendous growth of our state population and the increasing amounts of leisure that can be realized from our advancing technology, the provision of recreation facilities as a benefit from multiple purpose development warrants specific attention. The California Labor Federation has always maintained that recreation development is an integral and vital part of sound multiple purpose water development. We have maintained further that the recreation benefits from water development should be developed publicly and allocated to non-reimbursable costs to be paid by the taxpayers generally since their use is open to all. Although we have frequent assertions by the Department of Water Resources that recreation will be allocated to non-reimbursable costs (which incidentally helps to reduce the price of water for other uses), we have absolutely no assurances in the proposed program that recreation facilities will indeed be developed.

On this point, at a press conference following the release of the so-called contract principles governing the water program, the Director of the Department of Water Resources was asked where the funds will come from to provide for the recreation enhancement and development. His answer was: "Well, this is up to the legislature to determine. They have not spoken on the point yet. They have given some indication of it but they haven't spoken definitely..."

Here again the people have the right to expect more than vagueness and hopes of future action. Organized labor rejects the viewpoint that looks upon recreation development as some kind of a frill to be tacked on to the end of a project only if development funds permit. The needs of our exploding population should be reason enough to reject this approach. But on top of this, we must give special consideration in our planning to the increased leisure being acquired by workers as they become more and more efficient in the production of goods and services. Entering as we are into the age of automation, accompanied by population growth, maximum development of recreation facilities thus becomes a matter of urgent necessity. A $1.75 billion water bond program that does not provide adequate funds for recreation development in a multiple purpose approach to resource development is indeed sadly lacking in design and purpose.

Financial and Economic Feasibility Unproven

The matter of economic and financial feasibility remains equally unresolved as the November election approaches, with nothing but confusing reports to plague the voter.

In this regard, however, organized labor does not associate its opposition to the water bond program with the narrow financial interests who have little faith in California's future, and who consistently attack any expenditure program. Our concern regarding economic and financial feasibility is the lack of established criteria to determine in fact whether a project is economically and financially feasible.

It is to be noted that the so-called Feather River Project, which composes the main features of the $1.75 billion program going before the voters, was first authorized as a state undertaking in 1951 by the legislature on the basis of the late State Engineer Edmonston's report, which clearly stated that the project had no proven economic or financial feasibility. This was during the Administration of Governor Warren.

When the previous administration began pushing the Feather River Project as a partial solution to California's water problems, the legislature decided to hire the Bechtel Corporation to make feasibility studies. In this study, questions of economic and financial feasibility were turned over to the Stanford Research Institute. The Institute outlined various criteria for use in economic and financial feasibility

studies, and pointed out specifically that the state had no such criteria, and that no adequate studies of economic and financial feasibility had been made on the project.

Two years ago, this function was turned over to the Assembly Water Committee, and only recently this committee has come up with a **proposal** for legislative consideration on economic and financial feasibility criteria. What has been done to date in regard to economic and financial feasibility has been done through the Department of Water Resources and various consultants hired by the Department without any legislative criteria, and generally without full knowledge of the administrative criteria being employed.

From the reports issued, it is clear that the proposed program would not pay out in the conventional 50 years. The Bechtel report on the Feather River Project issued several years ago indicated that at the end of a 50-year payout period, the deficit would run between $700 and $900 million to be picked up by the general fund. Earlier this year, in a communication directed to the Department of Water Resources, the Federation requested the Department's best report on when the project was expected to pay off on the basis of the prices referred to in the statement of contract principles issued by the Administration. The essence of the reply was as follows:

". . . The Department's financial advisor [states] that the water bonds would be sold over the 25-year construction period of the project. The life of the bonds would be for a maximum of 50 years so all of the bonds would be retired within a period of 75 years. It is estimated that the final block of bonds would go on the market about 1985. This would mean, of course, that the entire $1.75 billion bond issue would be retired by the year 2035. Initial bonds expected to be sold in 1961 would be repaid by the year 2011.

"I have also obtained a schedule of the estimated annual expenditure of funds on the California Water Resource Development Program over the period beginning with the 1960-61 fiscal year and ending with the 1985-86 fiscal year. It is anticipated that the facilities proposed in the Burns-Porter Act will have been completed in this period. This schedule shows an average annual expenditure over this period of approximately $75 million... In the area of general obligation bonds, the state Veterans Farm and Home Loan program is running at the rate of $200 million annually, while the state building construction program is spending $150 million annually.

"I hope this information will be of interest to you and your Board. **I am having some more detailed studies in this field made and will be happy to furnish you copies when they are available.**" (Emphasis added.)

Sharpest issue with the Department in this regard has been taken by a dissenting engineer, who as a member of the Board of Consulting Engineers on the project, issued a blistering report against the proposed water bond program on the basis of lack of financial feasibility. The dissenting engineer points out that the original contract terms, under which the Board of Consulting Engineers accepted its responsibilities, authorized examination of thirteen specific elements of the Feather River Project Aqueduct, and any others as deemed significant. When the date of termination of the Board's services was approaching, he points out new instructions were issued, requesting the Board to confine its reports to four specific and limited questions. This dissenting engineer has charged that these questions remove from further detailed consideration the financial feasibility of the project, the estimated costs of the project, the demonstration of the ability or inability of the project to pay out from expected revenues. The following are some of the points on these matters made in his minority report:

"The planning of the Feather River Aqueduct has been based on meeting hypothetical conditions assumed to prevail in the year 2020, based on estimates that Southern California's population of 8,850,000 in 1958 would increase to 28,600,000 in the year 2020. Instead of determining the most economical and financially feasible 'first stage' which would meet provisions for expansion when justified by future circumstances, the concept of 'global' or 'total planning' of a project to meet demands 60 years from now, has been introduced...

"According to 'cost recovery schedules' which were submitted to the Board on April 24, 1959, low interest rates have been assumed, and the estimated earnings have been brought out over a total pay out period of 105 years. Furthermore, it has been assumed that, to whatever extent 50-year bond issues reach their redemption date, without funds for such redemption being available, new bonds would be issued automatically. This overlooks the harmful effect of such a policy on the marketability of all bonds for this proj-

ect." (It should be noted that at the press conference when the contract principles were released, Water Resources Director Harvey Banks said the pay out period would be 75 years or thereabouts, and that this was based on an average interest rate of 4 per cent.)

"The estimated revenues are based on the low water charges which make it impossible to absorb the capital charges in less than 100 years. According to the 'cost recovery schedules', large operating deficits are shown to accrue as long as 75 years after initiation of construction. There is no evidence of project pay out from revenues during the first 50 years. Such deficits are indicated as being met by the questionable solution of raising more capital, apparently by issuing more bonds...

"Although an estimated figure of $1,807 million has been indicated for only the portion of the project south of the Delta, little recognition has been given to the probability of cost increases during the coming decade, which in terms of current trends could readily increase the estimated cost of the project by 100 per cent or more...

"The life of continuous and overlapping bond commitments is estimated to run for a period of 103 to 130 years..."

It is the further contention of the dissenting engineer that the water bond issue will tremendously increase the per capita and overall general obligation bond debt, which he says will materially raise the cost of borrowing, not only for the state, but also for school districts and other governmental agencies that finance capital outlays by borrowing.

On the other hand, the Department of Water Resources has obtained statements from financial consultants claiming the exact opposite, and that the bond market will be able to absorb the added bonds without any problems.

Independent Consultants' Reports

With experts disagreeing, the Department of Water Resources earlier this year finally hired the engineering firm of Charles T. Main Incorporated of Boston, Massachusetts, to do an independent review of the department's engineering and economic feasibility studies of the California water plan. At approximately the same time, the financial firm of Dillon, Read and Company Incorporated was retained as separate financial consultants to review the overall program.

Both firms have just recently issued preliminary reports which have rocked the Department of Water Resources and left the public wallowing in a deeper state of confusion. The Main engineering firm will not issue its final report until the eve of the election, and Dillon, Read and Company doesn't even anticipate being able to issue its final report before the November election.

The independent preliminary reports indicate that the $1.75 billion water bond issues could not finance the proposed program even at today's costs, and is likely to fall a couple of hundred million dollars short when construction takes place. As indicated earlier, despite the millions of dollars spent on relocation activities at Oroville damsite, the engineering firm's report states that construction of Oroville is not needed for 20 years.

It is proposed that the project be taken in two stages, and that the first stage would consist of the aqueduct system and the Delta project, leaving the second stage, the construction of the Oroville project—to be undertaken at some time in the future, but not before the water is needed 20 years hence.

The Dillon, Read report states that, in its opinion, the bonds could be marketed at a reasonable cost and without material impact on the state's credit, but only "if they are properly scheduled and if the state refrains from stepping up its rate of borrowings for other purposes."

This reservation leaves the suggestion that the state, in order to hold down interest charges, would have to hold back other bond issues for schools and other public projects, simply because special interests want to use a large part of the state's credit to escape federal reclamation law.

It has been noted already that the recommended postponement of Oroville Dam for 20 years means additionally that the export water taken from the Delta is actually water that is regulated by the federal Central Valley Project. Thus, the recommendation for construction of the first stage, containing the aqueduct system without Oroville, means direct subsidies to the giant landholders.

In another alarming phase of the preliminary reports, the financial experts point out "we are advised that the act (water bonds) once ratified cannot be amended in any material respect without submission to the voters. . . ." It is noted further that the Department of Water Resources contemplates that the contractors for the water delivered by the aqueduct will be municipal corporations, water

districts and several public agencies with local taxing power, and that a portion of the state's water charges will be raised by them through the levy of taxes on assessments on real estate within their respective jurisdictions. Thus, again, in financing the local distribution networks, it is contemplated that industrial and residential property be taxed to deliver water to giant landholders at a subsidized price.

In another phase of the reports it is noted "the three statutes that are material to the functioning of the Department's program contain language that is susceptible of interpretations which create various ambiguities. . . . Both judicial and legislative action may be required. . . ."

This confirms all the ambiguities and the subsidies which organized labor has been pointing out are involved in this water program.

Voter Left Uninformed

Never has there been a program of such magnitude going before the voters with so little in the way of policy and information concerning its operation as is the case of Proposition No. 1.

The California voter, however, is a veteran of many heated campaigns concerning ballot propositions which have sent him to the ballot box more manipulated by the high-priced slogans of public relations firms than informed of the issues presented. It would appear that in the case of Proposition No. 1, the proponents would have it no other way.

It seems to matter not that the California water program was developed in a legislative policy vacuum. It would appear to be unimportant that the planning of the program's major features in this policy void reflects the manipulation and engineering of powerful monopoly interests as much as it does the planning of bona fide engineers and the work of resource economists.

We are told that all of this, and what it means for the future of the state in the development of one of its most basic resources, is really quite secondary. . . .

We are told that it is water that is important! We've got to get it to the people before it's too late! Don't rock the boat! And finally, look at all those jobs!

"Panic Button" Campaign

It is equally apparent that the "panic button" has been pushed. The monopoly engineers have been working on this "panic button" for a long time. And only at the last session of the legislature was it put into political working order.

The "panic button" approach to the proposed water bond program is epitomized in a clever slogan that has been advanced repeatedly by the proposition's proponents. It runs something like this:

"It's better to have water with problems, than problems without water."

This, and the base appeal to short-sighted interests in regard to jobs involved in the construction of the project, are the rallying cry that is supposed to capture all issues-minded individuals and groups to get them behind the program.

Ironically, in the case of Proposition No. 1, the landed monopolists and speculative interests which have used every trick known to upset the timetable of water development in California, and even hold up major projects until their selfish aims could be realized, and who are now rallying to the support of the program, take on the cloak of being good "solid" citizens.

Under the "panic button" approach, the "bad boys" become the labor movement and other individuals and groups who have consistently comprised the main stream of support for integrated, comprehensive water and power development, and the backbone of opposition to monopoly and speculative interests which have been trying to capture the lion's share of benefits of public development. We are held up to the public as an enemy of water development because we refuse to be panicked into giving up on the basic issues involved in this water program.

It must be stated emphatically that the question is not one of whether we favor moving ahead on water and power development—everybody favors development. Everybody knows that the federal government can't and won't do the job alone. Everybody knows that the state must enter the water and power business along with the federal government, local districts and municipalities. **But under what policies? At what price? Any price?**

Should the state's precious credit be allowed to be used to supplant projects which the federal g o v e r n m e n t has p l a n n e d for integrated development, which the giant landholders in the Central Valley and the private utility interests have blocked because of the application of the anti-monopoly, anti-speculation protections of reclamation law? By using the state and the policy void which they have lobbied so hard to maintain in Sacramento, should these forces be al-

lowed now to dictate how much federal money we may have for our water and power development, and how much of the state's credit shall be used for their special interests?

Or, on the other hand, are citizens of this state to be allowed the privilege of using their credit and taxes to supplement—not supplant—sorely needed and federally planned projects?

This is the basic financial issue we face in the absence of any state policies protecting the taxpayer in the distribution of benefits from projects undertaken at the public expense.

It is an insult to human intelligence for the proponents to innocently proclaim "why, we are developing the water for the people"—and to add parenthetically that the policies can be worked out later, as if the lack of basic state policies hasn't shaped the main outline of the program upon which we are being asked to vote in November.

We are not oblivious to the fact that the absence of policies in the development of water and power resources does not mean the absence of socio-economic decisions in the distribution of benefits. The special interests that have worked so hard to keep the slate clean know the meaning of the absence of state policies. That meaning has been amply portrayed in the distribution of landholdings in one of the major service areas of the proposed project, as depicted above.

If anyone is inclined to discount these holdings, and what they represent, then we would do well to remember again that an acre receiving surface water is increased in value from $500 to $1,000 an acre, irrespective of the Governor's administrative promises of questionable enforcement, and his assertions without foundation that there will be no subsidies. Let us remember also what this kind of land ownership pattern means in terms of the operation of economic democracy—in terms of the exercise of political power in Sacramento— in terms of the near-feudalistic conditions farm workers and their families are forced to live and labor under—and in terms of the inability of legislators to do anything about the plight of the farm worker. We do not delude ourselves that we can give material support to the efforts now being made to improve the life and labor of farm workers and at the same time support the proposed water development program in a policy vacuum.

We have heard it asked over and over again: why should labor be concerned with the enrichment and monopoly issue involved in this water program? If the present plight of the farm worker is not enough, then let us recall what happened in Sacramento just a few weeks ago to the Democratic party of this state when a few valley legislators, under the pressure of powerful farmer and land interests in their districts, held up a farm labor platform plank until the wee hours of the morning and then invoked a quorum call to adjourn the state Democratic convention without even adopting a word as part of a labor platform for the party's nominees to run on in this November's election. If these valley legislators yield to such pressure now, how will they be able to stand up against the land barons of the future, enriched by millions and millions of dollars at the expense of the public? And if still further reason is necessary, let us remember some of the supporters of "right to work" legislation in 1958. Let us remember two powerful farm organizations in this state and spokesmen for the corporate farm interests—namely the Associated Farmers and the Farm Bureau Federation—which worked diligently to circulate the "right to work" petition to qualify it on the ballot. And let us recall finally the activities of these organizations in Sacramento year after year as part of the reactionary anti-labor lobby that is constantly on the alert working for the propitious moment to push an anti-labor measure through the legislature.

As we hear the base appeals to support the water bond project on the basis of jobs that have actually been denied us over the years because of the disruptive activities of the monopolists, we can only respond that the labor movement and everything for which it stands is not for sale.

The supporters of Proposition No. 1 like to emphasize the water program's statewide aspects. They de-emphasize its basic valley character, and argue that, anyway, policy protections can come later. Can they? We ask these proponents where in the history of California or western water development is there a shred of evidence that protections have been imposed after a project has been approved, and the leverage of the project itself has been lost?

Perhaps we should look briefly at the history of this water program. This is certainly not Governor Brown's program. It is a program which actually goes back to the period when he was indeed fighting as Attorney General the very people

who originated this scheme. It is the program of the monopolists, conceived in deceit with the late State Engineer, who set water development back at least fifteen years in California. It is a program that goes back to the Central Valley Project originally proposed by the state, taken over by the federal government, and planned for comprehensive development by the Bureau of Reclamation.

Much of the history of the Central Valley Project is behind us now. We know the tactics used by the monopolists to upset the timetable of planned, comprehensive development, and even block construction of many integrated units in order to escape reclamation law. These tactics fall into three groupings:

First, the tactic was to avoid reclamation law in the separate authorization of units of the Central Valley Project by advocating construction by the Corps of Army Engineers instead of the Bureau of Reclamation, because the Corps operated under a federal flood control policy. We remember the slogan then of the monopolists. It was: "We want flood control; not reclamation", advanced in order to destroy the protections of reclamation law for the taxpayers. Where this tactic was not wholly successful, at least it set the stage for the second tactic.

Administrative Escapement—Work on those most vulnerable. Pine Flat Dam, for example, was constructed by the Corps of Army Engineers. Thus, the North Fork of the Kings River, planned for integrated Central Valley Project power development, went to a private utility. In regard to irrigation benefits, Congress applied reclamation law anyway, but the Bureau failed to get the contracts before construction began. As a result, today, the regulated waters of the Kings River flow for the unregulated benefit of many of the same landholders who are going to capture monopoly benefits from the California program. Under the Eisenhower Administration, these forces are now dangerously close in negotiating a so-called lump-sum repayment contract which would permit them to buy policy for cash.

But the **third** tactic was the best yet, if it could be put over. Use the state, since it has no restrictive policies governing the distribution of benefits. In this tactic, we have the origin of the Feather River Project as a state undertaking. The state Feather River project, which forms the core of the California water development program going before the voters, was originally planned as a unit of the federal Central Valley Project for integrated development in accordance with the CVP master plan. State construction was advanced largely and primarily to block the federal development and escape reclamation law.

We remember several years ago when the monopolists wanted to use the state to buy the federal CVP in its entirety. Those were the same days when the Feather River Project was being advanced as a state undertaking. As we look at the first reports submitted to the legislature in 1951 by the late State Engineer Edmondston, we see in the introduction that the first $7,500 for the printing of the report as a sketch of the project came from an organization called the San Joaquin Valley Flood Control Association —a known "front" for the monopolists that in Congress were yelling, "We don't want reclamation; we want flood control". As pointed out earlier, although the project was advanced by Edmondston himself without having proven economic and financial feasibility, the monopoly controlled state legislature authorized the project anyway as a unit of the so-called state Central Valley Project, separate and apart from other units. Equally important, as first advanced by the monopolists, there was no intention to transport water over the Tehachapis south. This feature was added only to get "pork barrel" support for the valley schemes of the monopolists.

Thus, is there any wonder that today the Metropolitan Water District in the Los Angeles area insists on firm rights extended beyond the life of the bonds being proposed to finance the project? They know the history of the project. They know that all the water can be used in the Valley. They know that it is less economic to transport the water over the Tehachapis. Metropolitan has stated over and over again that if they are to be promised water through the Valley, knowing the great sponge at the bottom of the Valley and the history of the state proposal, they need the firm rights.

A few months ago, because of the lack of firm rights, the Los Angeles area was handed an adverse decision from the special water master appointed by the U.S. Supreme Court regarding the Colorado river dispute. It is understandable that the Los Angeles area does not want to step into another "Colorado river" dispute—this one with northern California.

When the monopolists started pushing for state construction on the Feather River Project, therefore, it was only natural that the north-south dispute

should come to dominate the scene and obscure the main issue.

Governor Brown deserves credit for politically compromising the north-south dispute through the legislature last year; but not for sacrificing the main issue—the need of protections for the taxpayer. Let there be no doubt about it, the decisions made at the 1959 session of the legislature were calculated, because the Federation argued repeatedly that if the basic policy issues were not handled prior to the passage of the bond proposal, they would be difficult, if ever possible to get passed at a later time, The decision made by the Administration then was that it was more important to have the carpers on the side of the bond issue to help sell it to the voters than it was to have the actual support of the people. Thus, it was on this basis that the present Administration actively opposed and defeated all attempts in the legislature to amend the water bond proposal and insert any basic policies and protections against monopoly and speculation. And the argument then, whether sincerely advanced or not, was that these matters could be taken care of at a special session prior to this November's vote.

But after the water bond program was given legislative approval, it suddenly became too great a risk to call a special session to obtain the protections necessary so that the public would be given an opportunity to vote for a water program without fear of committing California to a continued course of 20th century feudalism in the Valley.

The argument advanced on the refusal to call a special session was that if such a session was called, the legislature would kill the water bond proposal that it had approved in 1959, and thus the water bond program would be killed with it.

That this reasoning lacked merit goes almost without saying. Whatever the legislature might have done adverse to the program in special session, the Governor could have vetoed after the adjournment of the special session. The Governor had absolutely nothing to lose.

Yet in place of legislative protections, we are asked now, with the added plea of jobs, to accept grossly inadequate administrative declarations of intentions which are neither binding on future governors nor the legislature, and which run a substantial risk of being upset in the courts as an assumption of legislative responsibility.

But in the face of the exposure of these inadequacies, and in the face also of the findings of the independent financial and engineering consultants which have questioned even the time schedule of the project, we are told:

"It's better to have water with problems than problems without water."

Perhaps it is for those who believe that development must proceed regardless of the socio-economic price that must be paid in the future. Perhaps it is, if we do not concern ourselves about how the seeds of economic and political instability are planted.

But we ask, what is this nonsense about "having water with problems"? Water is developed to solve problems, not create them.

The proven, quickest way to get on with California's water development is to undertake to solve the problems. Indeed, Congress proved it a few months ago when it quickly put through the San Luis bill after the author recognized that the House and Senate would not approve the measure until the monopoly exemption from the 160-acre limitation in reclamation law was removed.

The San Luis Project, as a joint federal-state undertaking, is one of the basic storage units in the aqueduct system in the state program. Its approval should be a lesson to those who claim they are really concerned about moving ahead with water development.

Yet, even as the San Luis unit was given to the state, the same forces that stand to benefit by its passage are working to undo the very amendment which made it possible to put through the San Luis bill.

The importance of the San Luis Project to the California water program lies in the fact that all water transported south through the main San Joaquin Valley-Los Angeles Aqueduct would utilize the federally-subsidized facility. The deletion of the now famous Section 7, which would have exempted giant landholdings in the valley from the 160-acre limitation of federal reclamation law, was considered not only a major victory against the forces of monopoly, but also an important victory for organized labor, and other liberal forces which had been pressing ahead for water development.

By deleting Section 7, Congress served notice on the monopolists that the federal government was not available for use as a tool to accomplish their goals. The Congressional action followed long delaying tactics by the large landholders, with the backing of the Feather River Project Association and the state Ad-

ministration, to hold up the key San Luis Unit in a fight to retain Section 7. Even after Section 7 was deleted, and the passage of the bill was made possible, the monopolists attempted to kill the bill by referring it back to committee.

Now that the bill has been passed and signed into law with expressed reservations of the Eisenhower Administration regarding the elimination of Section 7, the monopolists in California are actually working, with the assistance of this state Administration, to undo the Congressional amendment that made passage of the bill possible.

The chosen device is the contract that must be negotiated between the State of California and the Department of Interior as a condition of moving ahead with the construction of the project.

Negotiations are proceeding in Sacramento between the regional office of the U. S. Department of the Interior and the state under plans to undo the deletion of Section 7 on the argument that since the state would be paying for its share of the construction costs concurrently from the bond money it is asking the voters to approve, federal reclamation law would cease to apply with the completion of the project, and thus the giant landholders would be able to take their state deliveries under the state water bond program without any restrictions.

Never has there been such bi-partisan cooperation to milk the public for the benefit of special interests.

In the opinion of organized labor, a new low has been reached in the attempt of special interests to monopolize the water resources of California. California labor will have no part of it. We recommend to our membership and the citizens of this state that they cast an emphatic "NO" against Proposition No. 1.

Proposition No. 2—Terms of Assemblymen

Assembly Constitutional Amendment No. 15—Provides that terms of members of the Assembly elected in 1960 and thereafter shall be four years; one-half of the members elected in 1960 shall vacate office at the expiration of the second year, so that half of the members of the Assembly shall be elected every two years.

Recommendation: Vote NO

Proposition No. 3—Disabled Veterans' Tax Exemption

Assembly Constitutional Amendment No. 21—Permits a totally disabled vetertan entitled to $5,000 exemption on a home to transfer it to a subsequently acquired home.

Recommendation: Vote NO

Proposition No. 4—Terms of Office

Senate Constitutional Amendment No. 1 (1960 First Extraordinary Session)—Permits the legislature to provide terms of office not to exceed eight years for members of any state agency created by it to administer the State College System of California.

Recommendation: Vote YES

Proposition No. 5—Compensation of Legislators

Senate Constitutional Amendment No. 31—Sets salary of members of the state legislature at $750 per month. Provides that increased compensation provided by this amendment shall not increase retirement benefits for those legislators already retired.

Recommendation: Vote YES

Proposition No. 6—Assessment of Golf Courses

Assembly Constitutional Amendment No. 29—Establishes manner in which nonprofit golf courses should be assessed for purposes of taxation.

Recommendation: Vote YES

Proposition No. 7—Chiropractors

Amendment to Chiropractic Initiative Act, Submitted by Legislature—Permits two, rather than one, board members from the same chiropractic school or college to be members of the board at the same time. Provides that the legislature may fix fees of applicants and licensees and per diem compensation payable to board members.

No Recommendation

Proposition No. 8—Eligibility to Vote

Assembly Constitutional Amendment No. 5—Permits a person who has been convicted of a felony, other than treason or the embezzlement or misappropriation of public money, to vote and exercise other

privileges accorded an elector, upon paying the penalties prescribed by law for his offense, including any period of probation or parole.

Recommendation: Vote YES

Proposition No. 9—Claims Against Chartered Cities and Counties

Assembly Constitutional Amendment No. 16—Permits legislature to prescribe procedures governing claims against chartered counties, cities and counties, and cities, or against officers, agents and employees thereof.

Recommendation: Vote YES

Proposition No. 10—Administration of Justice

Senate Constitutional Amendment No. 14—Provides that membership of the Judicial Council, besides judges, shall include members of the State Bar and two legislators; permits appointment of an administrative director. Creates a Commission on Judicial Qualifications consisting of judges, members of the State Bar and citizens; provides procedure for removal of judges for misconduct or to compel retirement for disability. Declares that the State Bar of California is a public corporation. Changes name of the existing Commission on Qualifications to the Commission on Judicial Appointments.

Recommendation: Vote NO

Proposition No. 11—Veterans' Tax Exemption

Senate Constitutional Amendment No. 13—Provides that the residency requirement for veterans' tax exemption of $1,000 means those who were residents at the time of entry into the armed forces or the operative date of this amendment; a survivor to be entitled to exemption must be a survivor of a qualified veteran and also a resident at the time of application. Extends exemption to widowers as well as widows; exemption denied to a survivor owning property of value of $10,000. Permits a totally disabled veteran entitled to $5,000 exemption on a home to transfer it to subsequently acquired home.

Recommendation: Vote YES

Proposition No. 12—Constitution: Eliminates Obsolete and Superseded Provisions

Senate Constitutional Amendment No. 22—Repeals and amends several provisions of the constitution to eliminate obsolete and superseded provisions without substantive change. Provides that any amendment to the constitution which is proposed by the legislature solely to eliminate obsolete and superseded provisions shall not affect prior validations and ratifications. Any other measure submitted to the people at the same election which affects the same sections contained in the legislative proposal shall control to the extent of any conflict.

No Recommendation

Proposition No. 13—District Courts of Appeal: Appellate Jurisdiction

Senate Constitutional Amendment No. 11—Provides that District Courts of Appeal shall have appellate jurisdiction of municipal and justice court cases as provided by law.

Recommendation: Vote YES

Proposition No. 14—Street and Highway Funds: Use For Local Grade Crossing Bonds

Senate Constitutional Amendment No. 1—Includes separation of grade districts among those bodies to which the legislature may appropriate fuel taxes and motor vehicle registration and license fee moneys. Such moneys allocated to local agencies may be used for paying bonds duly issued for grade crossing separation projects to the extent of 50 per cent of the sums allocated.

Recommendation: Vote NO

Proposition No. 15—Senate Reapportionment

Initiative Constitutional Amendment—Establishes and apportions 40 senatorial districts. Provides for the election of all Senators in 1962; one-half of the Senators to be elected every two years thereafter. Requires the legislature in 1961 to fix the boundaries of districts in counties having more than one district on the basis of population, area, and economic affinity, which may be refixed following each decennial federal census. Permits the legislature following the 1980 and each subsequent decennial federal census to reapportion senatorial districts on the same basis; provided that no county shall have more than 7 districts and that 20 districts shall be apportioned to designated counties, as follows: 20 senators to be allotted to the 45 counties located north of the line formed by the northern and western boundaries of San Luis Obispo, Kern, Tulare, Inyo and Mono Counties, and 20 senators to be allotted to the 13 counties south of that line.

No Recommendation

All recommendations adopted, pp. 120-122.

RESOLUTIONS

Legislation to Prohibit Recruiting Professional Strikebreakers

Resolution No. 1—Presented by San Francisco - Oakland Newspaper Guild, San Francisco; Mailers' No. 18, San Francisco; San Francisco Labor Council; Typographical No. 21, San Francisco; Bookbinders and Bindery Women No. 31-125, San Francisco; Stereotypers and Electrotypers No. 29, San Francisco; Printing Pressmen No. 24, San Francisco; Photo-Engravers No. 8, San Francisco; Western Conference of Specialty Unions, San Francisco; Printing Specialties and Paper Products No. 362, San Francisco; Web Pressmen No. 4, San Francisco; Typographical No. 221, San Diego; Typographical No. 144, Fresno; Typographical No. 875, Santa Monica; Typographical No. 576, San Luis Obispo.

Whereas, Newspaper publishers and other employers are supporting one or more agencies whose business is to recruit and maintain a mobile force of professional strikebreakers, whose principal source of income is from employment in struck plants; and

Whereas, Such strikebreakers have been moved from state to state on demand by the employers for the purpose of taking the jobs of regular employees; and

Whereas, Professional strikebreakers and their masters have a vested interest in promoting industrial disputes and disrupting normal collective bargaining relations, thereby subverting established public policy encouraging organization of workers into unions of their own choosing and orderly settlement of labor-management differences; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, endorse the enactment of state legislation to (1) prohibit employment of professional strikebreakers to take the place of employees involved in a labor dispute, and (2) prohibit the recruitment of employees to replace employees involved in a labor dispute by a person or agency not directly involved in the labor dispute, and calls upon the California State Legislature to adopt such legislation at its next regular session.

Referred to Committee on Legislation.
Adopted, p. 113.

Delete Section 14 (b) from Labor-Management Relations Act

Resolution No. 2—Presented by Chemical Workers No. 5, Los Angeles.

Whereas, Section 8 (a), (3) of the Labor-Management Relations Act, 1947, states that it is permissible for a company and union to enter into an agreement requiring employees to become and remain members of the union as a condition of employment; and

Whereas, Section 14 (b) of the same Act states: "Nothing in this Act shall be construed as authorizing the execution or application of agreements requiring membership in a Labor Organization as a condition of employment in any State or Territory in which such execution or application is prohibited by State or Territory Law"; and

Whereas, This gives states the power to pass laws more strict than the federal law and would be applicable in that case instead of the more liberal federal law; and

Whereas, This has happened in many cases; in fact, each year more states are passing so-called "Right to Work" laws, which outlaw union shop clauses, which make it harder for all labor organizations to have strong bargaining power in negotiations with the various companies; and

Whereas, Each year the anti-union groups are proposing these so-called "Right to Work" laws in more states, and the unions are always on the defense trying just to keep any more states from passing these laws, instead of trying to throw out the ones already in effect; and

Whereas, As soon as a majority of the states have passed these "Right to Work" laws, then we will be faced with a change in the federal law banning the union shop agreements; and

Whereas, The combined labor organizations should put these anti-labor people on the defense for a change by requesting that the Labor-Management Relations Act, 1947, be amended so it would take precedence over state laws regarding union shop clauses; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, go on record urging that Section 14 (b) be deleted from the Labor-Management Relations Act, 1947, and that copies of this resolution be presented to the next convention of the AFL-CIO, with copies of

same mailed to all other International Unions in the United States.

Referred to Committee on Resolutions.
Adopted, pp. 27-28.

Compulsory Time Clocks and Time Cards

Resolution No. 3—Presented by Brick and Clay Workers District Council No. 11, Los Angeles.

Whereas, The State of California has enacted a Labor Code that regulates the wages, hours and other conditions of labor in the State of California; and

Whereas, Under the provisions of the Code there has been created a Department of Industrial Relations which is charged with the responsibility of promulgating rules and regulations, providing for wages, hours and other conditions of employment; and

Whereas, There are in existence in the State of California, thousands of contracts negotiated between employers and employees providing for wages and hours of work and under which many employees work on an incentive basis whereby they are intermittently working on an hourly rate and on incentive rate; and

Whereas, There exists out of the above condition the necessity of keeping payroll records which in turn creates tremendous problems for administrators of law in the contracts and which condition could be minimized by the installation of time clocks; therefore be it

Resolved, That the delegates in the third convention of the California Labor Federation, AFL-CIO, call upon the legislative representatives of the Federation to introduce and support a bill in Sacramento at the next session of the Legislature that would make it mandatory under the State Labor Code for every company doing business in the State of California with five (5) or more employees, to install a time clock at a satisfactory location and provide proper time cards, both having the approval of the State Department of Industrial Relations.

Referred to Committee on Legislation.
Non-concurred, p. 125.

Bond Contractors for Payment of Wages

Resolution No. 4 — Presented by Hod Carriers, Building and Common Laborers Union No. 270, San Jose; Carpenters Union No. 668, Palo Alto; Carpenters Union No. 2006, Los Gatos; Hod Carriers, Construction and General Laborers Union No. 73, Stockton; Building and Construction Trades Council of Alameda County, Oakland; Construction and General Laborers No. 324, Martinez; Hod Carriers, Building and Common Laborers' Union No. 181, Eureka; Hod Carriers, Building and Common Laborers' Union No. 690, Monterey· State Building and Construction Trades Council of California.

Whereas, Numerous employers have, by reason of insolvency and other financial difficulties, been unable to pay their obligations for wages to their employees; and

Whereas, There is no requirement at the present time for the deposit of a bond or other security for the payment of wages by licensed contractors in this state; and

Whereas, Lengthy and expensive legal proceedings are required by private attorneys or through the Labor Commissioner to collect wages which are needed to provide for the support of wage earners and their families; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, sponsor legislation to repeal Business and Professions Code Section 7071.5 and to enact as a substitute therefor the following Section:

7071.5 Bond or Deposit to Pay Wage Claims

Upon the application for a license by any person and prior to the issuance of a license, the Board shall require as a condition precedent to the issuance of a license to any such applicant that the applicant file, and maintain on file with the Registrar, cash or in lieu thereof a bond issued by an admitted surety insurer in a sum not less than one thousand ($1,000.00) dollars, or the total aggregate payroll of the said contractor after the issuance of the contractor's license during any two weeks' period thereto, or whichever sum is greater. Said bond will run to the State of California and to any employee of the said contractor for wages and to the administering officer or trustees of any person or trust administering a program of fringe benefits or trust administering a program of fringe benefits for the said employee, and shall be conditioned upon the full and prompt payment of all sums due to the said persons as wages or fringe benefits.

The determination of the validity and priority of any such claim for wages shall be based upon a finding of fact made by the Labor Commissioner or by the Registrar in accordance with the provisions of Article VII, Sections 7090 to 7120 of the Chapter. If the contractor fails to keep on deposit, by cash or by bond, the sums required hereinabove, he shall be subject

to and the same shall constitute a cause for disciplinary action.

For a willful violation of the provisions of this Chapter, the license of the said contractor shall be revoked. During such period of time as the licensee is not in compliance with this Section, his license shall be suspended and his status shall be that of an unlicensed contractor.

Such bond or cash deposit shall remain in force and with the Registrar during the time for which such year's license is issued to such applicant or contractor and during such additional time as there may be unsatisfied claims outstanding against the same.

Referred to Committee on Legislation.
Filed, p. 41. See Resolution No. 23.

Pay Checks to Itemize Straight Time and Overtime Hours Worked

Resolution No. 5 — Presented by Construction and General Laborers Union No. 270, San Jose; Carpenters Union No. 668, Palo Alto; Building and Construction Trades Council of Alameda County, Oakland; Carpenters Union No. 2006, Los Gatos; Hod Carriers, Construction and General Laborers Union No. 73, Stockton; Construction and General Laborers No. 324, Martinez; State Building and Construction Trades Council of California.

Whereas, In the past certain employers have violated the provisions of the state law by paying their employees less than the wages earned and by lumping together overtime and straight time hours worked so as to defeat the lawful rate of pay of workers of this state; and

Whereas, Employers are presently directed to itemize deductions; and

Whereas, It is in the interest of legitimate employers and all employees of the state that the dishonest employer be required to correctly state the nature of the hours worked, whether straight time or overtime and the rate of pay paid for each; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, sponsor legislation to amend Labor Code Section 226 to read as follows:

226. Itemized Statement of Deductions.

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 voucher paying the employee's wages or separately, an itemized statement in writing showing all deductions made from such wages; showing the employer's name and address, the employee's name and Social Security number, the date of the wage period, the rate of wages paid for straight or regular hours, and the rate of wages and the number of overtime hours; any deductions made shall be separately stated and shall not be aggregated and shown as one item.

Referred to Committee on Legislation.
Filed, p. 126. See Resolution No. 32.

Commend A. E. Albertoni, I.A.F.F. Vice President, 10th District

Resolution No. 6—Presented by Fire Fighters No. 55, Oakland; No. 145, San Diego; No. 188, Richmond; No. 372, Long Beach; No. 522, Sacramento; No. 689, Alameda; No. 753, Fresno; No. 778, Burbank; No. 809, Pasadena; No. 873, San Jose; No. 1014, Los Angeles County; No. 1109, Santa Monica; No. 1138, Torrance; No. 1171, Santa Clara; No. 1186, Vallejo; No. 1227, Berkeley; No. 1229, Stockton; No. 1243, San Joaquin County; No. 1270, Salinas; No. 1272, Watsonville; No. 1289, Modesto; No. 1301, Kern County; No. F-15, Federal Naval, Alameda; No. F-48, Mare Island; No. F-52, San Francisco Naval Shipyard.

Whereas, Al Albertoni has served the International Association of Fire Fighters in various capacities, including personally assisting three previous 10th District Vice Presidents: the late Milt Terry, the late George Gallagher, and S. H. Shawver; and

Whereas, Al Albertoni has served the Federated Fire Fighters of California for ten years, five two-year terms of office, including three terms as Vice President, one term as President, and one two-year term as Chairman of the Executive Board; and

Whereas, During this period he has served six years as Legislative Representative and Chairman of the Legislative Committee; and

Whereas, He has served four years as International Association of Fire Fighters Tenth District Vice President; and

Whereas, Under his able leadership, the Federated Fire Fighters of California has made considerable progress and gained recognition in the legislature; the California Labor Federation, AFL-CIO, has recognized the Fire Fighters as the best organized group of public employees in California; and in the I.A.F.F. the Federated Fire Fighters of California are now recognized as one of its outstanding State Associations; and

Whereas, One half of the I.A.F.F. locals in the 10th District have been either or-

ganized or reorganized by Al Albertoni, or with his assistance; and

Whereas, The annual I.A.F.F. audit will show that the Tenth District Vice President in the last four years has been one of the most active I.A.F.F. Vice Presidents; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Sacramento, August 1960, commend Brother A. E. Albertoni for his untiring efforts on behalf of the professional fire fighters of California and the entire labor movement in the state; and be it further

Resolved, That a copy of this resolution, bearing the names of the President and Secretary-Treasurer of the California Labor Federation, AFL-CIO, be sent to Brother A. E. Albertoni upon conclusion of this 1960 convention.

Referred to Committee on Resolutions.
Filed, p. 123.

Civil Service for All Paid Fire Departments

Resolution No. 7 — Presented by Fire Fighters No. 1229, Stockton.

Whereas, A gross and unjust inequity exists in all fire departments where civil service is non-existent; and

Whereas, Most non-civil service departments have men who would like to organize into a local union, but because they can be fired without cause, they are afraid to try to enforce Chapter 4, Sections 1960 through 1963 of the State Labor Code for fear that they would lose their jobs; and

Whereas, This will give the much needed protection to all fire fighters who do not have civil service to help them in their jobs; they will be able to join a union of their own choosing and be able to have the right to a hearing in case of injustices when it pertains to racial, political, religious, or other reasons that might be pressed by their respective department or political subdivision; and

Whereas, It will allow them to have their seniority rights recognized, assure the fire department members of all benefits due them, and protect the taxpayer in the selection of probationary fire fighters by setting up certain civil service rules and regulations that would be beneficial to both the taxpayer and the fire fighters; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Sacramento, August 1960, support and assist in the passage of legislation to bring all paid fire fighters in all political subdivisions under state civil service or one of their own choosing; and be it further

Resolved, That if this resolution is passed, the California Labor Federation, AFL-CIO, send a copy to all California central labor bodies urging their support of civil service for all paid professional fire fighters.

Referred to Committee on Legislation.
Adopted, pp. 55-56.

Support Legislation to Merge Fire District Acts

Resolution No. 8 — Presented by Fire Fighters No. 1014, Los Angeles.

Whereas, During the 1957 session of the state legislature a complete revision of the so-called 1881 Fire District Act was presented to the legislature; and

Whereas, This revision was passed by the legislature and signed into law by the Governor; and

Whereas, The Assembly Municipal and County Government Committee now desires to revise all four fire district acts into one complete act embracing all existing county and local fire districts; and

Whereas, There are a number of fire fighter locals in fire districts at this time that will need all the assistance possible in the control of this proposed legislation; and

Whereas, The state legislature is in the process of consolidating all special district acts for all types of services into one comprehensive act for each service; and

Whereas, It is important that the fire fighters take a part in the revision of these laws as there are many sections of the Health and Safety Code that apply to working conditions and protection of the fire fighter; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Sacramento, August 1960, support and assist in the passage of legislation conducive to the best interests of the fire district fire fighter where they may be affected by the Assembly's committee action.

Referred to Committee on Legislation.
Adopted, p. 56.

Vote of Alternate Member of Retirement System (1937 County Retirement Act)

Resolution No. 9 — Presented by Fire Fighters No. 1014, Los Angeles.

Whereas, In 1951, members of the Los

Angeles County Fire Department did join the fixed formula plan of the 1937 County Retirement Act; and

Whereas, At that time the Act provided that two members of the safety members would be elected; the member receiving the highest number of votes would be appointed to the board, and the member receiving the next highest number of votes would be appointed the alternate; and

Whereas, The alternate would sit on the board as a full voting member in the absence of any member, or if in the event that a fire fighters' case was being heard, and the alternate was from the fire service, he would then sit as a voting member of the board; and

Whereas, The appointed lay members did complain of having an employee vote in their absence from the board, and in the 1957 legislature did effect an amendment to preclude the authority of the alternate; and

Whereas, The safety members have no quarrel with the lay members, but do desire the alternate to sit on the board as full voting member in the absence of any one of the employee members of the board; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Sacramento, August 1960, instruct their officers and legislative representatives to introduce and support legislation to effect an amendment to the Government Code as follows: Section 31520.1 is amended to read in the last paragraph: The alternate member provided for by this section shall vote as a member of the board only in the event the **second, third or seventh member** is absent from a board meeting for any cause. **The alternate shall sit on the board when a member of the same service is before the board for determination of his retirement.**

Referred to Committee on Legislation.
Adopted, p. 56.

Support Organization of Public Employees

Resolution No. 10—Presented by Fire Fighters No. 873, San Jose.

Whereas, The organization of public employees in California represents a terrific potential; and

Whereas, Among public employees in California is a fertile field for organization; and

Whereas, Public employees are not organized into bona fide labor unions as they should be; and

Whereas, Labor needs all public employees within its ranks to help stem the anti-union tactics being carried on by labor's enemies; and

Whereas, If the AFL-CIO does not organize these workers some other International will, as currently demonstrated by the Teamsters International; and

Whereas, For many years company unions among public employees have been ham-stringing progress of bona fide organizations among said public employees that affiliate with labor; and

Whereas, Public employees come under the jurisdiction of several AFL-CIO International unions; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Sacramento, August 1960, are requested to take steps to provide their all-out support in organizing public employees in California.

Referred to Committee on Resolutions.
Adopted as amended, p. 124.

Straight 25-Year Service Retirement for County Fire Fighters

Resolution No. 11 — Presented by Fire Fighters No. 1014, Los Angeles.

Whereas, Many county fire fighters are dependent upon the provisions provided by the 1937 County Retirement Act; and

Whereas, Many retirement systems in the state of California contain a provision providing for retirement of fire personnel at 25 years (or less) of service; and

Whereas, It is an accepted fact that 25 years of fire service is sufficient to qualify a fire fighter for retirement; and

Whereas, The actual amount of retirement shall be that amount the joint contribution will bring after 25 years of service, this will provide a fundamental base for the rates of interest paid on investment of various systems; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Sacramento, August 1960, instruct their officers and legislative representatives to introduce and support legislation to provide a straight 25-year service retirement without any age restriction for safety members of a county retirement system established under the provisions of the fixed formula sections of the 1937 County Retirement Act.

Referred to Committee on Legislation.
Adopted, p. 56.

Assist Fire Fighters' Legislative Program

Resolution No. 12—Presented by Fire Fighters No. 1014, Los Angeles.

Whereas, During the past few years the Federated Fire Fighters of California have conducted and sponsored numerous legislative activities; and

Whereas, The Federated Fire Fighters of California must continue this activity by mandate of the members of the state; and

Whereas, This legislative campaign has been badly hampered because fire fighters are often coerced and intimidated by various fire department administrators; and

Whereas, These administrators are using unfair tactics to prevent fire fighters from supporting and participating actively in legislative programs; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Sacramento, August 1960, is opposed to this coercion and intimidation by fire department administrators and their use of tactics that prevent fire fighters from actively engaging in these legislative programs; and be it further

Resolved, That the California Labor Federation, AFL-CIO, actively support the fire fighters by addressing communications to city and fire department administrators condemning this practice; and be it further

Resolved, That the California Labor Federation, AFL-CIO, send a copy of this resolution to all its affiliates requesting that they support the fire fighters by addressing communications to city and fire department administrators condemning this practice.

Referred to Committee on Resolutions.
Adopted as amended, p. 123.

Assist Fire Fighters' Organizational Programs

Resolution No. 13 — Presented by Fire Fighters No. 1014, Los Angeles.

Whereas, During the past few years the International Association of Fire Fighters of California have conducted a strenuous organizational campaign; and

Whereas, The International Association of Fire Fighters and the Federated Fire Fighters of California must continue this campaign until all the unorganized paid fire fighters are affiliated with labor; and

Whereas, This organizational campaign has been badly hampered because fire fighters are often coerced and intimidated by various fire department administrators; and

Whereas, These administrators are using unfair tactics to prevent fire fighters from joining and maintaining membership in organizations affiliated with labor; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Sacramento, August 1960, is opposed to this coercion and intimidation by fire department administrators and their use of tactics that prevent fire fighters from joining and maintaining membership in organizations affiliated with labor; and be it further

Resolved, That the California Labor Federation, AFL-CIO, actively support the fire fighters by addressing communications to city and fire department administrators condemning this practice; and be it further

Resolved, That the California Labor Federation, AFL-CIO, send a copy of this resolution to all its affiliates requesting that they support the fire fighters by addressing communications to city and fire department administrators condemning this practice.

Referred to Committee on Resolutions.
Adopted as amended, p. 123.

Arbitration Legislation for Fire Fighters

Resolution No. 14 — Presented by Fire Fighters No. 55, Oakland.

Whereas, Affiliates of the International Association of Fire Fighters have voluntarily surrendered the right to strike, and have included in the constitution of the I.A.F.F. a "No Strike" clause; and

Whereas, The necessity for some substitute means of adjudicating differences between fire fighters and their employers has become increasingly apparent; and

Whereas, The mediating device known as arbitration or mediation appears to be of unquestionable value in the raising of salaries and the improvement of working conditions in those localities where legislation has made arbitration procedure possible; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Sacramento, August 1960, instruct their legislative representatives to introduce and support legislation providing for arbitration procedure and an arbitration board of fire fighters at the 1961 session of the state legislature.

Referred to Committee on Legislation.
Adopted as amended, p. 56.

No Relaxation of Women's Eight-Hour Law

Resolution No. 15—Presented by Office and Professional Employees No. 3, San Francisco.

Whereas, The Victor Industries Corporation of Chico, California, is waging a campaign to increase the eight-hour day for women, "in an emergency"; and

Whereas, This campaign has been given some recognition by the state Assembly Interim Committee on Industrial Relations which has held a number of meetings and hearings; and

Whereas, We, the Office and Professional Employees Local No. 3, AFL-CIO, feel that any relaxation of the standard eight-hour law for women in California would result in breaking down fair employment standards which have been achieved only by consistent effort on the part of the labor movement against determined opposing forces; and

Whereas, The Office and Professional Employees Local No. 3, AFL-CIO, is officially on record in protest of any further amendments to the Labor Code as it pertains to women and requests that the 3rd convention of the California Labor Federation go on record in opposition to any further amendments on relaxation of of the standard eight-hour law for women in California; therefore be it

Resolved, That the third convention of the California Labor Convention go on record to include in its legislative program the enactment of a State Fair Labor Standards Act patterned closely after the federal law with penalty pay provisions beyond the 40-hour week to a maximum of a 48-hour week only in an emergency as a minimum protection against excessive working hours. Such a law to cover all workers, male and female alike, and a statutory minimum per hour and statutory penalty pay provisions as a minimum protection against excessive work; and finally be it

Resolved, That all central labor bodies in the state of California be informed of the position of the California Labor Federation on this issue, as well as the Governor of California and members of the California state legislature.

Referred to Committee on Legislation.
Adopted, p. 130.

Revise Child Care Centers' Fee Requirements

Resolution No. 16—Presented by Office and Professional Employees No. 3, San Francisco.

Whereas, Many working women are the sole support of their children; and

Whereas, These women are forced to rely on the community for assistance in the care of their children; and

Whereas, San Francisco's state-city-parent-supported Child Care Center program performs a valuable and necessary function by supplementing the home and the school in the care of these children; and

Whereas, San Francisco's Child Care Center program has unrealistic qualifying requirements, based on gross income, that prevent the participation of many deserving union members; and

Whereas, The present program lacks funds for expansion and fails to meet the critical needs of many deserving union members; therefore be it

Resolved, That the California Labor Federation include in its legislative program the Child Care Center program's revision of its fee requirements in the light of present day living costs; and be it further

Resolved, That the state allot funds for the necessary expansion and improvement of the Child Care Center program.

Referred to Committee on Legislation.
Adopted as amended, p. 129.

Freeze U. I. and U. D. I Benefits for One Year After Industrial Injury

Resolution No. 17—Presented by Laborers, Northern California District Council, San Francisco.

Whereas, Under present law it is possible for an individual to lose his rights to disability or unemployment insurance claims through no fault on the part of said individual; and

Whereas, This situation arises particularly when an individual suffers an industrial injury causing disability for which he recovers workmen's compensation benefits, and later, upon returning to work, becomes ill or loses his employment, thereby leaving said individual with insufficient earnings during his qualifying period to entitle him to disability or unemployment insurance benefits; and

Whereas, Legislation is required to protect the rights of such an individual; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO instruct the officers and attorneys of this Federation to draw up proper legislation

which would result in freezing disability and unemployment benefits for at least one year following said injury so that an employee will not lose his right to receive payments because of his inability to qualify for such benefits as the result of said industrial injury; and be it further

Resolved, That the officers and attorneys of this Federation draw up this bill in proper form and have it presented to the next regular session of the California state legislature.

Referred to Committee on Legislation.
Adopted, p. 135.

Constitution to Provide for Union Label Investigation Committee

Resolution No. 18—Presented by Ladies Garment Workers No. 8, No. 101 and No. 213, San Francisco; Amalgamated Clothing Workers, Los Angeles Joint Board.

Whereas, The union label, shop card, and service button are vital forces in protecting, improving, and extending the fair wages, benefits, and decent working conditions won by union members after many decades of struggle; and

Whereas, The current assaults on the union movement require the maximum mobilization of all of labor's resources, in particular the powerful economic weapon represented by the purchasing power of union members, their families, and friends; and

Whereas, In an effort to heighten labor solidarity and direct the economic strength of labor and its supporters against substandard wages and conditions, extensive campaigns have been launched to publicize and gain patronage for the products and services bearing the emblems of over 80 international unions; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, to further the promotion of such union emblems, recommend that the Constitution of the California Labor Federation, AFL-CIO, be amended to provide for the appointment of a Union Label Investigation Committee in addition to the other state convention committees; and be it further

Resolved, That the constitution be further amended to the effect that "the duties of the Union Label Investigating 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 to show five or more union labels, his name may be reported to the convention."

Referred to Committee on Constitution.
Adopted as amended, p. 50.

Redefine "Suitable Employment" for Unemployment Insurance Claimants

Resolution No. 19—Presented by Central Labor Council, San Bernardino.

Whereas, The California Employment Security System provides a basic definition for suitable employment for claimants of unemployment compensation; and

Whereas, One of the definitions is, new work is not deemed suitable if wages, hours or other conditions of work are substantially less favorable than those prevailing for similar work in the same locality; and

Whereas, The local offices of the Department of Employment in making their determination of suitable work are not taking into consideration those trades that control the wages, hours and conditions of all or a large percentage of the work done in the area; and

Whereas, The Labor Code defines prevailing wages as that established by collective bargaining agreements and such rates as may have been predetermined for federal works within the locality and in the nearest labor market; and

Whereas, Fringe benefits are now a part of prevailing wages and employers must have collective bargaining contracts so as to make payments to the trust funds; and

Whereas, This works a hardship on the claimant when the local offices of the Department of Employment continue to make their surveys of employers who do not pay prevailing wages when making their determination of suitable work; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, direct the Executive Council of the California Labor Federation to take steps to correct this situation by presenting a proper bill to the California state legislature or by conference with the administration of the California Employment Security System.

Referred to Committee on Legislation.
Adopted, pp. 135-136.

Include Comprehensive Rehabilitation in Workmen's Compensation Law

Resolution No. 20—Presented by Central Labor Council, San Bernardino.

Whereas, The Workmen's Compensation

Law of the State of California does not provide for comprehensive rehabilitation of injured workers; and

Whereas, The Constitution for the State of California provides that suitable laws may be enacted so that the Workmen's Compensation Law will cover the complete medical care, and medical and vocational rehabilitation of injured workers; and

Whereas, The rehabilitation of the injured worker and his return to gainful employment should be one of the basic concepts of workmen's compensation, changes in the attitude, laws and administration of this system are essential; and

Whereas, A compensation system based on a broad program of rehabilitation would restore efficiently and completely far more individuals to gainful employment and would at the same time eliminate the present high controversial and expensive procedures and in the end would be far less expensive to industry, labor, the insurance carriers and the community as a whole; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, mandate the Executive Council of the California Labor Federation, AFL-CIO, to appoint a committee of qualified people to make a study of the State Workmen's Compensation Law to the end that a proposed bill be drawn up to be presented to the next session of the California state legislatiure to propose amendments to the law so that it will cover complete medical care, and medical and vocational rehabilitation; and be it further

Resolved, That the committee be guided by the following recommendations in drawing up the amendments to the law:

I. It must become the duty of the compensation agencies to supervise the medical care of workmen's compensation cases with the view:

1. To determine the accuracy of the medical diagnosis.
2. To see that competent and continuous medical care is provided as long as medically indicated.
3. To see that adequate medical and vocational rehabilitation is provided when needed.
4. To make sure that an injured worker has obtained the maximum recovery possible before making any final financial determination of permanent disability.

II. To assist the compensation agencies in the performance of these duties, panels of impartial qualified experts should be established within the compensation system. These panels should be utilized in the performance of the following functions of the agencies:

1. Supervision of all medical care to insure the adequacy and continuity of medical care from the date of injury or disability, whether due to accident or occupational disease, to maximal restoration.
   a. To review and examine when necessary all seriously injured cases at an early date to determine,
      (1) The need of consultant services by medical specialists.
      (2) The need of medical rehabilitation.
      (3) The disabled person's work potential and the need for vocational rehabilitation.
2. To establish standards for the provision of medical rehabilitation services to workmen's compensation cases.
3. To determine the casual relationship of injury or diseases in contested cases and the need of additional panels of impartial qualified experts for such determination if necessary.

III. Attainment of the basic principles can be accomplished only by changes in the administrative rules of procedure and/or in the compensation laws themselves. Provisions must be made for,

1. Complete and continuous medical care from the date of injury or disability, whether due to accident or occupational disease, to maximal restoration without statutory limitation of cost or duration.
2. Complete medical rehabilitation, referral to vocational rehabilitation services until maximal restoration is achieved. Appropriate and medically prescribed return to work before maximal restoration is an accepted rehabilitation procedure and may also be carried out as on-the-job training or retraining.
3. Adequate compensation to ensure family security during the entire period of disability and rehabilitation.
4. Expansion of compensation statutes to broaden second injury fund provisions to further encourage indus-

try to employ physically handicapped workers.

5. Coverage of all employees, including those of small establishments and those engaged in occupations now considered as nonhazardous.

IV. The cost of vocational rehabilitation of the disabled worker should be borne by industry through their workmen's compensation policy.

To insure the maximum efficiency in administration, the law should require the appointment only of experienced individuals as commissioners. These positions should be career appointments at adequate salaries and not subject to changes in administration.

Referred to Committee on Legislation.
Filed, p. 141. See Policy Statement VI.

Mandatory Affiliation of Local Unions With Central Labor Bodies

Resolution No. 21—Presented by Central Labor Council, Humboldt and Del Norte Counties, Eureka; Napa Central Labor Council, Napa; Tulare-Kings Counties Labor Council, Visalia; Consolidated Building Trades, Metal Trades, Central Labor Council of Solano County, Vallejo; Central Labor Council, San Joaquin and Calaveras Counties, Stockton; Central Labor Council, Northern Santa Cruz County, Santa Cruz; Central Labor Council, Marin County, San Rafael.

Whereas, The Constitution of the AFL-CIO provides that: "It shall be the duty of all National and International Unions and Organizing Committees affiliated with the Federation to instruct their local unions to join affiliated central labor bodies in their vicinity where such exist"; and

Whereas, Local central bodies in all areas of the country are expected to play an increasing and important role in advancing the policies and best interests of the various departments of the AFL-CIO such as the Comunity Services, COPE, Organizational, etc.; and

Whereas, In all these activities, if local central bodies are to assume such responsibilities as they most certainly desire to do, then recognition should be given to an existing weakness in our organizational structure that makes it most difficult for local central bodies to assume and perform these responsibilities in a manner that would produce the best possible results; and

Whereas, The above mentioned weakness arises from the fact that in almost all local central bodies a substantial number of local unions are not affiliated and another substantial number of local unions are not paying their proper per capita tax; and

Whereas, In any organizational effort, the most sensible approach is first to organize our labor movement and not permit local unions who should be participating in our programs to themselves set the example of being "free-riders"; and

Whereas, Organized labor has constantly fought those who would impose "open-shop" laws upon us, and yet many local unions are themselves following this "open-shop" practice with regard to central labor bodies; and

Whereas, This problem of "free-riders" has created a situation wherein persuasion and pleas for cooperation are not sufficient, and mandatory provisions should be placed in our national Constitution; and

Whereas, A great number of resolutions proposing mandatory affiliation by local unions with area central labor bodies were presented at the 1959 AFL-CIO convention in San Francisco, and the leaders of the national AFL-CIO, although generally favorable to adoption, recommended that national and international unions and organizing committees be given additional time in which to voluntarily amend their constitutions to provide for this mandatory affiliation; and

Whereas, Another year has passed and these national and international unions have not yet taken this action, and affiliation of local unions with central labor bodies had not materially increased; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, adopt and urge the National AFL-CIO to amend Article XIV, Section 2, of its constitution to provide as follows: "It shall be the duty and responsibility of all National and International Unions and Organizing Committees affiliated with the Federation to instruct their local unions that it is mandatory to join affiliated Central Labor bodies in their vicinity, where such exist and to include such a provision in the Constitution of such National and International Unions and Organizing Committees. Similar instructions shall be given by the Federation to all local unions affiliated directly with it."

Referred to Committee on Resolutions.
Filed, p. 134.

Create State Housing Authority

Resolution No. 22—Presented by State

Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Approximately twenty per cent (20%) of the State of California's economic stability is dependent upon a steady and continuous growth in the Home Building portion of the Construction Industry; and

Whereas, It is imperative that California meet the challenge and demands for low cost housing created by industrial expansion and the westward shift in population; and

Whereas, The Honorable Edmund G. Brown, Governor of the State of California deemed it extremely necessary to call a Special Conference in Los Angeles in June of 1960 relative to the subject of Housing; and

Whereas, This Conference was exceedingly well attended by Construction Industry Housing Contractors, Labor Representatives, financing firms, and State Housing Authorities, all of whom were deeply interested in the formation of policies which might help solve the presently existing problem of financing housing, particularly low cost; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO instruct the Secretary-Treasurer to draft and introduce a legislative measure which would, during the course of the 1961 California State Legislative Session, create a State Housing Authority that would be authorized to sell interest-bearing Bonds to provide mortgage money to home buyers of low or limited income on insured mortgages.

Referred to Committee on Legislation.
Adopted, p. 56.

Bond General and Sub-Contractors in the Construction Industry

Resolution No. 23—Presented by State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, The true and original intent of the State of California in testing and licensing construction contractors was to provide the general public with the safeguard and protection of stabilized, skilled and financially sound contractors in the construction industry; and

Whereas, This original intent is now fast becoming deteriorated with the rapid expansion of private schooling "mills" in the metropolitan areas which prepare applicants and guarantee passage of the State license tests for a fixed fee; and

Whereas, Such methods are reflecting a mass production of licensed general and sub-contractors of the construction industry, many of whom enter the industry without adequate financial backing or business ability; and

Whereas, The mass production of this type is consistently flooding the courts and Labor Commissioner's hearings with Mechanics and Materials Liens, causing untold financial hardships upon the general public, material houses, building trades mechanics, health and welfare and pension trusts, State Unemployment Insurance offices, Social Security and Federal Old Age Benefit payments, or other interested persons; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to introduce legislation to require the bonding of general and sub-contractors for the purpose of insuring proper payment and that such legislation be patterned after the provisions of Section 270.5 of the Labor Code or provide similar bonding protection.

Referred to Committee on Legislation.
Adopted as amended, p. 41.

Eliminate Labor Contracting in Construction Industry

Resolution No. 24—Presented by State Council of Carpenters, San Francisco.

Whereas, A resolution calling for the elimination of labor contracting was introduced and unanimously concurred in by all affiliated local unions and district councils of the California State Council of Carpenters in convention in the 32nd Annual Convention, February 1960; and

Whereas, Labor contracting within the construction industry fosters, implements and encourages the spread of piecework and quota pay systems of operation designed to speed up production to such a rate that it is a detriment to the industry and buying public; and

Whereas, The business mortality rate of labor contractors in the construction industry is exceedingly high and often results in considerable indebtedness in the form of wages to mechanics, contributions to labor trusts involving health and welfare and pension payments, as well as federal and state payments, such as State Unemployment Insurance and Social Security payment; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to introduce and support an amendment to the State Building Code and State Contractors License Laws,

which will restrict and eliminate licensing of labor contracting in any form within the construction industry.

Referred to Committee on Legislation.
Adopted, p. 41.

Federal Income Tax Exemption for Vehicles Used in Employment

Resolution No. 25—Presented by State Council of Carpenters, San Francisco.

Whereas, Building tradesmen and other members of organized labor are constantly required to transport tools and equipment to and from their place of employment in vehicles registered in their names; and

Whereas, Generally speaking, construction sites are most likely to be located in areas which are not serviced by public transportation; and

Whereas, It is difficult and often times impossible for building tradesmen, or other members of organized labor to hold or retain a job unless they provide or furnish a car or pick-up to haul the tools or equipment necessary to maintain their livelihood; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to encourage and induce the introduction of a bill through federal legislation which will permit the deduction of the cost of maintenance and amortization of such vehicles as a business expense; and be it further

Resolved, That copies of this resolution be forwarded to both the AFL-CIO and the Building Trades Department, AFL-CIO for their full endorsement and support.

Referred to Committee on Resolutions.
Adopted, p. 27.

Amend Disability Compensation Formula

Resolution No. 26—Presented by State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Compensation insurance carriers from time to time attempt to apply an annual earnings formula in computing the weekly benefit amount for injured building tradesmen; and

Whereas, Numerous appeals have been taken in such cases in which the question of whether annual earnings are a factor has been at the discretion of the referee; and

Whereas, It would more thoroughly protect the rights of the building tradesmen, as well as eliminate the necessity for appeals, were the building tradesmen workmen excluded from those categories susceptible to the annual earnings formula in the language of the Code; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to introduce and support an amendment to Sec. 4453 of the California Labor Code, such as:

> "In the absence of a written contract signed by all parties concerned, which provides to the contrary, where the employment is provided to be for a stated hourly rate, it shall be conclusively presumed that the employment is for eight hours a day, five days a week, and the average weekly earnings shall be taken at no less than 95% of the hourly rate multiplied by forty."

Referred to Committee on Legislation.
Adopted, p. 141.

Lower Age Requirements for Social Security Benefits

Resolution No. 27—Presented by State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, Entirely new concepts of operation in industries of all types and the rapid expansion of automation is creating a drastic reduction in nation-wide work forces; and

Whereas, Industry in general has been assuming and adopting a policy of replacing older workers of both sexes with considerably younger personnel without too much regard or consideration as to experience or dependability; and

Whereas, Many of these older workers are being placed in the untenable economic position of being too old to meet the age standards adopted by many industries and yet too young to apply for and receive Federal Social Security or pension benefits; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to introduce, endorse and support legislation on a national level, which will lower the age requirements of applicants for Social Security benefits from 65 years for men to 60 years, and from 62 years for women to 57 years; and be it further

Resolved, That the aid and support of the American Federation of Labor and Congress of Industrial Organizations be enlisted along with that of California's Senators and Representatives in Congress, to ultimately bring about a legislative

amendment of this nature to a successful conclusion.

Referred to Committee on Resolutions.
Filed, p. 77.

Correct Inequities in Unemployment Code

Resolution No. 28—Presented by State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, As a result of a decision by the California Unemployment Insurance Appeals Board in the case of Edgar A. Wheeler, Benefit Decision No. 6600, Case No. 59-2658, decided March 4, 1960, a carpenter employed by a home builder who was himself acting as his own general contractor was denied credits for hours worked on the ground he was a casual employee although at the same time other carpenters performing the same work for the same individual were granted credits; and

Whereas, This absurd result was based upon the number of hours of work performed by each carpenter for this individual rather than the type of work performed for him; and

Whereas, This case is currently being litigated before the courts of the state by the State Council of Carpenters, but an ultimate successful determination may be long delayed; and

Whereas, It is desirable immediately to correct this most inequitable situation; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in its third convention in Sacramento, California, go on record in support of legislation to correct this inequity by appropriately amending the pertinent provisions of the Unemployment Insurance Code; and be it further

Resolved, That if this resolution is favorably acted upon in convention that the Secretary-Treasurer of the California Labor Federation, AFL-CIO, prepare and introduce such legislation at the 1961 session of the California legislature.

Referred to Committee on Legislation.
Adopted, p. 138.

Extend Coverage of Davis-Bacon Act

Resolution No. 29—Presented by State Council of Carpenters, San Francisco; State Building and Construction Trades Council of California.

Whereas, The Federal Government does not extend the provisions of the Davis-Bacon Act to cover civilians employed in maintenance and repair work on Capehart & Wherry housing facilities; and

Whereas, The lack of such coverage discourages and impedes the use of skilled mechanics and competent contractors to participate in the performance and bidding of maintenance contracts relative to such projects; and

Whereas, Such a policy has resulted in complete deterioration of any uniformity of wage rates, fringe benefits or job conditions; and

Whereas, This policy has also resulted in the awarding of contracts to the lowest bidder regardless of experience in this field or the fact that they use enlisted personnel and unskilled labor from any source; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to assist and prevail upon California's two U. S. Senators, Clair Engle and Thomas Kuchel, to draft and introduce legislation in Washington, D. C. to permit the extension of Davis-Bacon coverage on Capehart & Wherry housing facilities; and be it further

Resolved, That copies of this resolution be forwarded to the Building and Construction Trades Department, AFL-CIO, in Washington, D. C., requesting its full support, assistance and cooperation.

Referred to Committee on Resolutions.
Adopted as amended, p. 28.

Adjust Salaries of Department of Industrial Relations Personnel

Resolution No. 30—Presented by State Employees Union No. 361, Los Angeles.

Whereas, All of the divisions of the Department of Industrial Relations have responsibilities concerning the welfare of workers in California; and

Whereas, These responsibilities have increased in direct proportion to the population and employment increase in California; and

Whereas, The salaries of the several division Chiefs are set by statute and have not been upgraded in recent years to keep pace with these increased responsibilities; and

Whereas, The salaries of civil service personnel — including Safety Engineers, Apprenticeship Consultants, Welfare Agents, Deputy Labor Commissioners, Conciliators, Housing Consultants, Fair Employment Practices Consultants, Referees and Administrative Personnel—are ceilinged by their Chiefs' salary; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, call upon the legislature to adjust the salaries of the Chiefs of the several divisions of the Department of Industrial Relations so that their compensation be commensurate with their increased responsibilities, and thereby facilitate the adjustment of the salaries of the civil service personnel serving these agencies; and be it further

Resolved, That the representatives of the California Labor Federation be instructed to actively pursue the enactment of any necessary legislation.

Referred to Committee on Legislation.
Adopted, p. 126.

Bond Contractors for Payment of Wages

Resolution No. 31—Presented by Hod Carriers, Building and Common Laborers No. 234, San Jose.

Whereas, Many contractors in this state, for various reasons, are often unable to pay wages due their workers, causing great hardship to those workers and their families; and

Whereas, The present law relating to bonding of contractors is hopelessly inadequate and confined to persons whose licenses have been revoked or suspended; and

Whereas, Without adequate bonding for the payment of wages and other benefits, the worker has to go through long and expensive proceedings with a private attorney or the Labor Commissioner to collect his wages or other benefits; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, take all necessary steps for the enactment of legislation to amend Section 7071.5 of the Business and Professions Code by the following:

1. Amend the title to read: **Bonds or deposits to pay wages, other monetary benefits to employees, and other claims.**

2. In place of the present last four paragraphs of the section, adopt the following:

In addition to the foregoing and other laws for the protection of employees, the Board shall require as a condition precedent to the issuance of any license to any applicant that the applicant file, or have on file, with the Registrar cash, or in lieu thereof, a bond issued by an admitted surety insurer, in a sum of $1,000.00 or a sum equal to the total gross wages of all employees of the said applicant (if this latter sum exceeds $1,000.00) in any two weeks' period after the issuance of the license. Said bond or cash deposit shall run to the State of California, to any employee of said contractor for wages, and to the trustees of any trust administering programs for health and welfare, pensions, vacation plans, holiday plans, or other similar benefits for the contractor's employees, and shall be conditioned upon the full and prompt payment of all moneys due to the said employees as wages or for other benefits.

The determination of the validity and priority of any such claim for wages shall be based upon a finding of fact made by the Labor Commissioner of the State of California, pursuant to the Labor Code, or by the Registrar in accordance with the provisions of Article 7, Sections 7090 to 7120 of the Chapter. If the contractor fails to keep on deposit, by cash or by bond, the sums required hereinabove, he shall be subject to and the same shall constitute cause for disciplinary action.

Nothing herein shall prohibit employees and their employer or employers to voluntarily agree, by collective bargaining, that the employers furnish additional bonds or cash deposits as security for the payment of wages and other benefits.

For a wilful violation of the provisions of the Chapter, the license of the said contractor shall be revoked and such revocation shall continue for such time as he is not in compliance with this Section.

If any bond or cash deposit which may be required is insufficient to pay all claims for wages or other benefits in full, the sum recovered shall be distributed among all claimants for wages or other benefits in proportion to the amount of their respective claims. The partial payment of such claims shall not be considered as full payment and the claimants may file for the completion of payment of any unpaid balance as otherwise provided, and the Registrar shall continue suspension or revocation of any license involved until such time as such claim or claims are satisfied in full.

Such bonds or cash deposits shall remain in force and with the Registrar during the time for which such year's license issued to such applicant or contractor and during such additional time as there may be unsatisfied claims outstanding against the same.

Referred to Committee on Legislation.
Filed, p. 41. See Resolution No. 23.

Pay Checks to Itemize Straight Time and Overtime Worked

Resolution No. 32—Presented by Hod Carriers, Building and Common Laborers No. 234, San Jose.

Whereas, Some employers avoid the payment of lawful wages by such practices as, on paychecks, lumping together straight time and overtime hours, failing to state the rate of pay, and not properly itemizing deductions; and

Whereas, Federal laws already require more detailed record keeping for the protection of employees than our state laws for workers covered by state law; and

Whereas, Many contractors are not subject to federal law; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, seek legislation to amend Labor Code Section 226 to provide as follows:

226. Itemized statement of wages, hours worked, and deductions.

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 the employer's name and address, the employee's name and Social Security number, the calendar period covered by said wage payment, the rate of wages paid for straight-time hours and the total number of straight-time hours, the rate of wages paid for overtime hours and the total number of overtime hours, and any and all deductions made, with each deduction to be separately stated and not aggregated in one item.

Referred to Committee on Legislation. Adopted, p. 126.

Purchase Union Label Merchandise

Resolution No. 33—Presented by Union Label Section, San Francisco.

Whereas, The Union Label is a protective armor against unscrupulous manufacturers. And without the Union Label there would be no way of discerning the workmanship of the union worker; and

Whereas, Organized workers and all people loyal to labor should purchase none other than Union Label merchandise, because the Union Label means goods purchased are made in America, and produced by men and women receiving decent wages and working under healthful, sanitary conditions and are not compelled to toil in unsanitary sweat shops or in one of the many sweat shops in some foreign land; and

Whereas, It is through insistence at all times upon the Union Label that the wage earners of our country, who have such a high standard of living compared with the workers of other countries, can protect themselves against any return to the exploitation and oppression of forces at work always which aim at the destruction of organized labor; and

Whereas, Today we have an unprecedented opportunity to bring prosperity, security and happiness to every American who must work in order to live. This has been the goal of wage earners and their organizations for a long time. Now, if we adhere faithfully to the Union Label principle and see to it that our families do the same, we can reach this goal and demonstrate to the world that the working people of these United States by their own good sense and perseverance have raised themselves to a high point of economic well-being never before approached by the people of any other nation; and

Whereas, The purchasing power of the unionists and their families is of tremendous proportions when properly applied. The importance of patronizing the merchant displaying the Union Label. The Union Label implies sanitary, healthful manufacturers. As sweat shops and foreign-made products are not union-made. Making a purchase of any character, that our expenditure is not supporting an anti-union employer. It is good to know that our purchase is not buttressing economic injustice. But how can we be sure? The answer is that we can only know when we insist on the Union Label. And unless we do insist on Union Label merchandise, it is more likely that the merchandise we are purchasing was produced under anti-labor sweat-shop conditions; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to urge its affiliated organizations to use all possible means to have their members purchase Union Label merchandise; and be it further

Resolved, That all delegates must have five Union Labels on their wearing apparel or person.

Referred to Committee on Resolutions. Filed, p. 108. See Resolution No. 40.

Procedure to Handle Employer-Employee Disputes in Hospitals and Institutions

Resolution No. 34—Presented by Service

and Maintenance Employees No. 399, Los Angeles.

Whereas, Hospital and institutional services are essential to the public health and safety, and the settlement of industrial disputes which threaten substantial interruption of such services is therefore affected with a public interest; and

Whereas, The adjustment of differences concerning wages, hours and working conditions which might lead to such disputes can best be acomplished by collective bargaining between hospital and institutional employers and the accredited representatives of their employees; but the intervention of government may become necessary to protect the public health and safety whenever an industrial dispute which has not been settled by collective bargaining threatens an immediate and substantial interruption of hospital or institutional services; therefore be it

Resolved, That the 1960 convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to introduce and support the following amendment to the California Health and Safety Code:

1. It is declared to be the public policy of this state (a) to place primary responsibility upon hospital and institutional employers and the accredited representatives of their employees for the avoidance of any interruption in hospital and institutional services resulting from differences concerning wages, hours or other conditions of employment; and (b) in the event that a peaceful adjustment of such differences is not accomplished by collective bargaining, to provide procedures for government intervention and the establishment of wages, hours and other conditions of employment without any interruption in such services which would dangerously curtail their availability in any community.

2. Whenever a majority of employees employed by a hospital or institution in a unit appropriate for collective bargaining indicate a desire to be represented by a labor organization, the employer, upon determining as provided in Section 3 below that such labor organization represents the employees in the appropriate unit, shall enter into a written contract with the accredited representative of such employees governing wages, hours and working conditions. In case of a dispute over wages, hours or working conditions, which is not resolved by negotiations in good faith between the employer and the labor organization, the employer and the labor organization shall submit said dispute to the decision of the majority of an arbitration board and the decision of such arbitration board shall be final. The arbitration board shall be composed of two representatives of the employer, and two representatives of the labor organization, and they shall endeavor to agree upon the selection of the fifth member. If they are unable to agree, the names of five persons experienced in labor arbitration shall be obtained from the Supervisor of the California Conciliation Service, Department of Industrial Relations. The labor organization and the employer shall, alternately, strike a name from the list so supplied, and the name remaining after the labor organization and the employer have stricken four names, shall be designated as the arbitrator. The labor organization and the employer shall determine by lot who shall first strike from the list.

The decision of a majority of the arbitration board shall be final and binding upon the parties thereto. The expenses of the arbitration shall be borne equally by the parties. Each party shall bear its own costs.

3. If there is a question whether a labor organization represents a majority of employees or whether the proposed unit is or is not appropriate, such matters shall be submitted to the State Conciliation Service for disposition. The State Conciliation Service shall promptly hold a public hearing after due notice to all interested parties and shall thereupon determine the unit or units appropriate for the purposes of collective bargaining. The State Conciliation Service shall provide for an election to determine the question of representation and shall certify the results to the parties. Any certification of a labor organization to represent or act for the employees in any collective bargaining unit shall not be subject to challenge on the grounds that a new substantial question of representation within such collective bargaining unit exists until the lapse of one year from the date of certification or the expiration of any collective bargaining agreement, whichever is later.

Referred to Committee on Legislation.
Filed, p. 56. See Resolution No. 151.

Prevailing Union Area Wage Rates in Government Contracts

Resolution No. 35—Presented by Service and Maintenance Employees No. 399, Los Angeles.

Whereas, The Building Service unions in California have had union contracts with the large maintenance and janitorial companies who specialize in cleaning gov-

ernment and military installations such as Fort MacArthur and Fort Ord; and

Whereas, A large non-union janitorial company from the midwest has sent representatives to these installations and has submitted lower bids for the maintenance and janitorial work because this non-union company pays lower wages and offers virtually no fringe benefits to their workers, and contract bids are drastically lower than the union janitorial companies who rigidly adhere to the terms of their collective bargaining agreements; and

Whereas, This non-union maintenance company has been able to secure these bids with the resultant loss of jobs for many union members; therefore be it

Resolved, That the 1960 convention of the California Labor Federation, AFL-CIO, go on record as endorsing and supporting an amendment to the Walsh-Healey Act or the enactment of new legislation to provide that the prevailing union area wage rates apply to government contracts regardless of the amount and that all bids submitted for government contracts reflect these union wage rates and other union fringe conditions; a copy of this endorsement should be sent to the AFL-CIO headquarters in Washington for appropriate legislative action in the next congressional session.

Referred to Committee on Resolutions.
Adopted, p. 28.

U. I. and U. D. I. Coverage for Employees of Non-Profit Organizations

Resolution No. 36—Presented by Service and Maintenance Employees No. 399, Los Angeles.

Whereas, The California Unemployment Insurance Code excludes so-called "Non-Profit Organizations" from coverage, thus depriving thousands of California workers of the benefits of unemployment and disability insurance; and

Whereas, The discriminatory exclusion of these workers in hospitals, sectarian cemeteries, schools and other organizations is unfair and leads to serious hardships; and

Whereas, During the year of 1959, the San Francisco Hospital Conference, representing a large group of "excluded" employers in collective bargaining with Hospital and Institutional Workers Union, Local 250, agreed to waive its exemption and to file for elective coverage under the Unemployment Insurance Code; therefore be it

Resolved, That the 1960 convention of the California Labor Federation, AFL-CIO, reaffirm its policy to eliminate the exclusion of non-profit organizations from the Unemployment Insurance Code, and that its legislative program shall include this provision; and be it further

Resolved, That determined and forceful efforts shall be made to bring hospital and institutional workers and other related employees under the full protection of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 138.

35-Hour Week

Resolution No. 37—Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, The unemployment situation in the United States is approaching dangerous proportions with more than four and a half million workers on the jobless lists; and

Whereas, The AFL-CIO Council has called upon Congress to take immediate steps to amend the wage-hour act to "provide for a 35-hour week and a 7-hour day," to help ease this situation; and

Whereas, Many unions have succeeded in bringing the benefit of the 35-hour week and 7-hour day to their members; and

Whereas, The proposed reduced hours of work will not only ease the unemployment problem, but will also bring increased leisure time for workers to enjoy the fruits of their labors; and

Whereas, Consideration is to be given to further reducing the work week in light of the accelerated rate of technological and scientific progress, thereby affording the workingman additional time for recreation and education; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, goes on record to request of the United States Congress to amend the wage and hour law, to reduce the weekly hours from the present 40 to 35, and to a 7-hour day.

Referred to Committee on Resolutions.
Adopted, p. 28.

$1.25 Federal Minimum Wage Law

Resolution No. 38—Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, The current session of Con-

gress has thus far failed to pass an adequate minimum wage law; and

Whereas, The post-convention session of Congress is scheduled to consider this important legislation in the Senate; and

Whereas, The bill approved by the House of Representatives falls short of the AFL-CIO recommended legislation; and

Whereas, A federal minimum wage law at a $1.25 level, with coverage extended to millions of workers not now included in wage and hour legislation, would have a salutary effect on the economy by increasing the purchasing power of many American families; therefore be it

Resolved, That this third convention of the California Labor Federation once more records itself in favor of a minimum wage of at least $1.25 an hour for all American wage earners; and be it further

Resolved, That we urge all members of this Federation to write to their respective Congressmen and Senators communicating their desire to see a comprehensive $1.25 federal minimum wage enacted into law in this session of the U. S. Congress; and be it further

Resolved, That the Federation send letters to all California Congressmen who have supported this legislation in this session, both in committee and on the floor, commending them on their stand and thanking them for their support.

Referred to Committee on Resolutions.
Adopted as amended, p. 28.

Health Insurance for the Aged

Resolution No. 39—Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, This Federation has, in the past, endorsed a system of national health insurance for all Americans; and

Whereas, The problems of medical care of the aged are complicated by the chronic nature of their illnesses, the high cost of medical care, and the lowered income of these senior citizens; and

Whereas, In a country blessed with the resources and wealth that our great nation is blessed with, no citizen should suffer the indignity of a charity appeal for assistance after his productive years as a worker are ended; and

Whereas, An equitable and dignified solution to this ever-increasing problem can be found through a program geared to the social security system; therefore be it

Resolved, That this third convention of the California Labor Federation reendorse a health insurance program for the aged along the lines of the Forand bill; and be it further

Resolved, That we communicate this endorsement to all California Congressmen urging them to give their support to this legislation so vital to the well-being of our senior citizens.

Referred to Committee on Resolutions.
Adopted as amended, p. 76.

Union Label Program

Resolution No. 40—Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, The enemies of organized labor have been outspoken and vicious in their attacks on our movement; and

Whereas, Recent legislation has tended to further circumscribe labor in its attempts to bring the benefits of unionization to the unorganized; and

Whereas, Organized labor has helped to raise the standard of living in this country by bringing good working conditions and fair wages to millions of workers; and

Whereas, The union label has long been the insignia which informs the general public that the product has been produced under these improved conditions; and

Whereas, Greater emphasis on the union label and its promotion can serve to persuade now unorganized workers of the benefits of unionization; and

Whereas, Promotion of the label can be of great public relations value for the entire labor movement; therefore be it

Resolved, That this third convention of the California Labor Federation appeal to all affiliates to adopt a union label as a mark of fair and advanced conditions of work; and be it further

Resolved, That the Federation urge each union to join the Union Label Councils in their areas and assist in promoting shows like the New Horizons Show of Los Angeles which seek to acquaint the public with union-made goods and services.

Referred to Committee on Resolutions.
Adopted, p. 108.

Amend McCarran-Walter Act

Resolution No. 41—Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 97, 483, 497, 512; all of Los Angeles.

Whereas, The unfair provisions of the

McCarran-Walter Act have made a mockery of our claim as a haven for the freedom-seeking immigrants of the world; and

Whereas, The California labor movement has consistently called for amendment of the McCarran-Walter Act; and

Whereas, Proper amendment of the Act would not jeopardize our internal security, but would provide a fairer and more humane basis for migration to this nation; therefore be it

Resolved, That this third convention of the California Labor Federation unanimously re-affirm its position in favor of amending the McCarran-Walter Act to provide an immigration policy more con sistent with our ideas of fair play and democracy.

Referred to Committee on Resolutions.
Adopted, p. 107.

Civil Rights

Resolution No. 42—Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

The trade union movement is dedicated to the elimination of all discrimination, and all second-class citizenship and to the achievement of the truly democratic way of life in America. We call on all people to join in the day-to-day fight for equal rights to hasten the day when these rights will be won for all men, regardless of race, religion or national origin.

While hailing the progress which has been made in recent years, we recognize that this progress must come more quickly and more fully in the future. We condemn the filibuster and other delaying tactics of the Southern Congressmen and Senators. We condemn the business and industrial leaders who have used racism to fight unions, and have opposed FEPC and other civil rights laws.

We hail the growing number of white people in the South who have been willing to speak out on behalf of more equal rights for their Negro neighbors, as well as the growing number of people all over the nation who have expressed their support of the Negro people in the South to enforce the U. S. Supreme Court decision for school integration and by organizing and joining picket lines at local branches of chain stores which have refused to serve Negroes in the South.

The California legislation passed in the 1959 session of the California state legislature was a significant step in extending to all Californians their full rights as citizens of our great state.

We salute the California trade union movement for providing strong leadership and financial support to secure enactment of this much-needed civil rights legislation.

We hail the national AFL-CIO leadership for its increasingly vigorous attack on discrimination within the labor movement, and for its increasing participation in the community campaigns for civil rights laws and for democratic practices. The FEPC laws which are now in effect in sixteen states all received the support of labor, and these laws apply to union practices, as well as employer practices. We are proud of the leadership taken by labor, and challenge employers to take similar action.

The progress made has been also possible because organizations representing large numbers of Americans have worked together for this common objective. We urge that this alliance be maintained and broadened.

Now, when both political parties have adopted civil rights programs, we call upon all representatives and senators to vote for a strong civil rights bill, one which will effectively guarantee the right to register and vote to all citizens, one which will place the apparatus of our government behind the enforcement of law, including the Supreme Court school desegregation decisions, one which will place the offices of our government at the service of the citizen denied his rights. We call on the heads of both parties to give leadership toward this goal, and to change the present Congressional practices whereby committee chairmen can sabotage liberal bills, and enact a law prohibiting discrimination in the right to vote, the right for a job, the right to reside everywhere and go anywhere, and an anti-lynch law.

We pledge to continue our efforts for full civil rights laws, such as a national FEPC law, and to continue the campaign for complete legal protection of civil rights. Our national and local governments must actively defend these rights and can in no case be neutral in the struggle between bigotry and democracy.

We join with the other groups who are conducting the demonstrations and picket lines to eliminate segregated lunch counters in the South. We are proud of the unions which have already participated in this campaign and will work for still greater participation.

We are aware that in some areas the practices of unions are not perfect and that union members have brought into some unions the prejudices and practices of their community. But no other institution in America can equal the record of progress of the labor movement in changing such practices or the commitment of labor to continue to work for the achievement of full equality. The basic democratic commitment of the labor movement is the base on which much of our work and much of the total progress of America rests. We congratulate the AFL-CIO on its contribution and we are confident that the present existence of discrimination in the few remaining unions will soon be eliminated.

We are mindful that, although most of our concern is mainly about the civil rights of the Negroes, Jews, Mexicans and other minority groups, too, have been and are being denied full equality in certain areas, and our concern must be with the achievement of real democracy for all people in our communities and in the nation.

Referred to Committee on Resolutions.
Adopted as amended, p. 107.

Anti-Discrimination Clause in Union Contracts

Resolution No. 43 — Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, The labor movement has taken the initiative in securing passage of laws to assure fair treatment of all regardless of race, creed or color; and

Whereas, A fair employment law and an enforcing commission have now become part of the California governmental structure; and

Whereas, The labor movement can give further leadership in this area by direct implementation of the policy it has helped to establish; therefore be it

Resolved, That this third convention of the California Labor Federation urge all its affiliates to include in all future contracts with their employers a clause prohibiting discrimination in hiring, in employment and promotion; and be it further

Resolved, That similar clauses against discrimination be included in all apprenticeship programs.

Referred to Committee on Resolutions.
Adopted, p. 107.

Reaffirm Endorsement of Coro Foundation

Resolution No. 44 — Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, The Coro Foundation of San Francisco and Los Angeles has dedicated its efforts to training young people for public leadership; and

Whereas, The Coro Foundation has included in its training program first-hand experience in the functioning of trade unions; and

Whereas, The Coro Foundation has endeavored to present to its trainees an unbiased and comprehensive view of the entire community in which they are to work and live; and

Whereas, Reactionary forces have attacked the Foundation because of its dedication to the ideals of American democracy in giving full recognition to all aspects of American life; therefore be it

Resolved, That the California labor movement re-affirm its endorsement of the Coro Foundation as an organization which can have an important impact on the future leadership of the state of California; and be it further

Resolved, That the third convention of the California Labor Federation urge all its affiliated organizations to assist the Foundation not only in the technical areas of training the young people in its program, but in giving Coro the necessary financial assistance to continue this worthwhile program.

Referred to Committee on Resolutions.
Adopted, p. 125.

Reaffirm Support of NAACP, Community Service Organization, and Jewish Labor Committee

Resolution No. 45 — Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, The California labor movement has long followed the principle of cooperating with those community organizations which have common goals and ideals with those of trade unionism; and

Whereas, The National Association for the Advancement of Colored People has taken the lead in the struggle to bring full civil rights to all people regardless of race, color, religion or nationality, and has allied itself with the California labor

movement in the fight against the infamous "right to work" laws; and

Whereas, The Community Service Organization, national organization of the Mexican-American people, has worked diligently in support of the same causes espoused by organized labor and has made many gains in the field of community betterment and human relations; and

Whereas, The Jewish Labor Committee has long functioned as an integral part of the labor movement in the struggle for civil rights and in the effort to combat bigotry and discrimination by donating staff and educational material to aid in the fight against intolerance; and

Whereas, Past conventions of the California labor movement have commended these organizations on their work and extended fraternal greetings to them; therefore be it

Resolved, That this third convention of the California Labor Federation reaffirm its support of the Community Service Organization, the National Association for the Advancement of Colored People, and the Jewish Labor Committee; and be it further

Resolved, That the Federation urge all its affiliates to continue close cooperation and support of these fine organizations.

Referred to Committee on Resolutions.
Adopted, p. 125.

Commend Labor ORT

Resolution No. 46—Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, The Organization for Rehabilitation Through Training (ORT) has made important contributions to the industries of the world by establishing more than 500 trade schools in 19 countries to train thousands of displaced persons in the skills necessary to survival in modern civilization; and

Whereas, Many segments of the labor movement have given financial and moral assistance to this fine organization in this valuable and important work; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, commend the Organization for Rehabilitation Through Training on its fine record of achievement, extend fraternal greetings to its leaders and recommend to all its affiliated bodies that they support the program of this group.

Referred to Committee on Resolutions.
Adopted, p. 125.

Support Italian-American Labor Council

Resolution No. 47—Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, The Italian-American Labor Council has helped to maintain 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 by informing the industrial workers of Italy of the principles and methods of democratic trade unionism; and

Whereas, The efforts of the Italian-American Labor Council have done much to strengthen the fraternal position of the AFL-CIO with the world labor movement; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, extend fraternal greetings to the Italian-American Labor Council and recommend to all its affiliates that they support this worthy group.

Referred to Committee on Resolutions.
Adopted, p. 125.

Reaffirm Support of Histadrut

Resolution No. 48—Presented by Ladies Garment Workers Locals: Nos. 55, 58, 84, 96, 97, 266, 451, 482, 483, 496, 497, 512; all of Los Angeles.

Whereas, Histadrut, the Israeli Federation of Labor, plays an important role in the life of Israel and continues to build that nation as a middle eastern bulwark of democracy; and

Whereas, The program of Histadrut has helped develop the economy of Israel by maintaining industrial establishments, cooperatives, training schools, medical institutions and agricultural centers; and

Whereas, The Histadrut has made the working people of Israel a powerful force in every facet of Israeli life; and

Whereas, The Histadrut has maintained a close fraternal tie with the entire American labor movement; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, reaffirm its previous support of Histadrut and commend it to all affiliates as worthy of contributions and cooperation.

Referred to Committee on Resolutions.
Filed, p. 125. See Resolution No. 94.

Variety Artists' Juvenile Delinquency Program

Resolution No. 49—Presented by Musicians No. 47, Hollywood.

Whereas, Local 47, American Federation of Musicians, Los Angeles, California, through its Board of Directors, concurs in the ideas set forth and the recommendations for action outlined in the American Guild of Variety Artists' resolution for a Juvenile Delinquency Program; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, endorse this resolution and urge immediate action on the proposal.

Referred to Committee on Resolutions.
Filed, p. 122. See Resolution No. 264.

Register and Vote in Coming Election

Resolution No. 50—Presented by Service and Maintenance Employees No. 399, Los Angeles.

Whereas, The labor movement has been severely handicapped and restricted in the past few years by vicious anti-labor legislation, both on the local and the national level; and

Whereas, The courts have further, through conservative interpretation of these laws, restricted the economic activities of organized labor; and

Whereas, The "right to work" proponents are still active in the state of California; and

Whereas, One of the most important public elections in the history of the United States will be held in 1960; therefore be it

Resolved, That the AFL-CIO labor unions within the state of California use every avenue possible to educate and inform their membership of the necessity to register and vote in the coming 1960 election; and further be it

Resolved, That the third convention of California Labor Federation, AFL-CIO, go on record in support of this political action; and further be it

Resolved, That the California Labor Federation recommend that all AFL-CIO unions have registrars available within their union office, including business agents and union officers, to register the members; and further be it

Resolved, That each local union check the registration of their membership with the County Registrar's office in order to gain the highest possible registration among union members within the state of California.

Referred to Committee on Resolutions.
Adopted, p. 124.

Require Safety Measures and Inspection of Trucks Loaded with Heavy Materials

Resolution No. 51—Presented by Central Labor Council of Contra Costa County, Martinez.

Whereas, There have been a number of accidents in Contra Costa County caused by trucks carrying unsafe loads of steel and other materials; and

Whereas, A number of people have been killed or seriously injured in these accidents, and

Whereas, There is no law at present as to what safety precautions shall be used on any load except when hauling logs or lumber; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to introduce legislation at the next session of the California legislature for laws requiring proper safety measures and inspection of trucks loaded with steel, tin or other heavy materials before being allowed on the highway.

Referred to Committee on Legislation.
Adopted, pp. 114-115.

Boycott Sears Roebuck

Resolution No. 52—Presented by Retail Clerks No. 1119, San Rafael; Marin County Labor Council, San Rafael; Consolidated Building Trades, Metal Trades, and Central Labor Council of Solano County, Vallejo.

Whereas, Members of the Retail Clerks, Building Service Employees and Office Employees, Teamsters and Warehousemen and Building Trades employed at Sears Roebuck in San Francisco in the exercise of rights guaranteed them by their union contracts and the law, acting in accordance with the highest traditions of trade unionism by respecting duly sanctioned picket lines of the Machinists Union, engaged in an economic strike against Sears; and

Whereas, As a result of adherence to these high traditions of organized labor, 262 union members with seniority at Sears for as much as 19 years, were summarily locked out and fired from their jobs when they returned to work after the removal of the picket lines; and

Whereas, Other members of organized labor who were returned to their jobs have

been subjected to vicious programs of discrimination and harassment because they upheld union principles in refusing to cross a duly sanctioned picket line; and

Whereas, It is plain from Sears' conduct in San Francisco and in other areas of the country that Sears intends to use its national open shop policy for the purpose of driving unions out of its stores in San Francisco and other areas where it operates stores as part of an anti-union program; and

Whereas, The San Francisco labor movement, acting through the San Francisco Labor Council, with a strong display of unity is resisting with all its resources this direct attack on organized labor by Sears Roebuck and Company; and the San Francisco Labor Council has instituted a program of full support for the discharged and locked-out members of organized labor and is otherwise protesting the anti-union program of Sears, and in furtherance the San Francisco Labor Council has embarked upon a consumer boycott of Sears and has called upon all organized labor in the United States and Canada for support of this consumer boycott; and

Whereas, It is of critical importance to all segments of organized labor, including city central bodies, state federations and other counterparts in Canada, local as well as international unions, that the boycott instituted by the San Francisco Labor Council be given vigorous and effective support, so that it may be demonstrated to Sears and to other like-minded employers that a program of union-busting and discrimination against members of organized labor, who uphold basic union principles, will not be tolerated by the public and that organized labor will resist such action with all the strength of a free and democratic trade union movement; and

Whereas, We are aware of the tragic position of members of organized labor who have suffered unemployment degradation, and blacklisting, after many years of productive employment and service on behalf of Sears in San Francisco, and we are distressed by their appeal for support in obtaining reinstatement to their former positions with full and adequate redress, and recognizing the solemn duty and obligation of organized labor to rally to the support of their brothers and sisters who have been victimized in San Francisco for exercising basic trade union principles; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, hereby records its vigorous and continuous support of the members of organized labor in San Francisco, victims of Sears' anti-union attack, and that it joins wholeheartedly in the consumer boycott against Sears Roebuck and undertakes to establish a program implementing the boycott against Sears Roebuck; and be it further

Resolved, That, in view of the critical principles of trade unionism which are involved in the San Francisco Sears story and the widespread implications of Sears' assault upon members of organized labor, this body herewith undertakes to establish a Sears Boycott Committee, representative of organized labor in this area, for the purpose of giving full attention to a program designed to further in every lawful way the San Francisco Labor Council boycott against Sears, and circulate widely to trade unionists and to the public the "San Francisco Sears Story" to the end of achieving an effective consumer boycott of Sears in this area.

Referred to Committee on Resolutions.
Filed, p. 132. See Resolution No. 149.

Limit Private Employment Agency Fees

Resolution No. 53 — Presented by Glass Bottle Blowers No. 125, Los Angeles.

Whereas, The laws of California do not set a limit on the amounts that can be charged for jobs, by private employment offices; and

Whereas, The private employment offices take advantage of their clients and charge exorbitant prices; so be it

Resolved, That the third convention of the California Labor Federation go on record that the fee charged for jobs should not be more than 10 per cent of the first month's pay; and be it further

Resolved, That companies should be obliged to hire 20 per cent of their new help through the state employment offices.

Referred to Committee on Legislation.
Filed, p. 129. See Resolution No. 60.

Teacher's Job Security

Resolution No. 54 — Presented by California State Federation of Teachers.

Whereas, California union members have an intense interest in good education for their children; and

Whereas, The best education is provided by teachers free of administrative domination; and

Whereas, Teachers are subject, in all school districts except San Diego, San

Francisco and Los Angeles, to arbitrary dismissal during their probationary period, the first three years of employment by a district; and

Whereas, Some administrators use their power of dismissal for authoritarian purposes; and

Whereas, Both teachers' job security and the quality of education have improved in the three districts in which teachers are guaranteed by state law the simple right to have a hearing to determine causes of dismissal; and

Whereas, The Teachers' Union and the California Labor Federation have fought for extension of the probationary hearing protection to all school districts; and

Whereas, The 1959 session of the California legislature again rejected the bill extending this protection, although granting the proposal somewhat more favorable consideration than it has in the past; and

Whereas, Although many legislators were pledged to a program which included extension of this right, some of them, nevertheless, not only failed to support the measure, but even participated in the maneuvers of the combined lobby of "educationists" to defeat the bill; now, therefore, be it

Resolved, That this third convention of the California Labor Federation (as did the second convention in 1959) commends Senator Hugo Fisher of San Diego, author of the teachers' probationary protection bill, for his efforts on its behalf; and be it further

Resolved, That the Federation commends all its officers who did such excellent work in trying to promote this proposal before the legislature and elsewhere; and be it further

Resolved, That the proposal to extend probationary protection to all school districts be designated a central goal of this Federation during the next legislative session, with our officers directed to support and forward the bill with all vigor and power at their command; and be it finally

Resolved, That copies of this resolution be made available to all legislators.

Referred to Committee on Legislation.
Adopted, p. 130.

Abolish House Un-American Activities Committee

Resolution No. 55 — Presented by California State Federation of Teachers.

Whereas, The 1959 California Labor Federation convention denounced certain un-American activities of the House Un-American Activities Committee; and

Whereas, The 1959 CLF convention called upon the House Committee to amend its procedures to demonstrate better understanding and appreciation of the rights of all citizens; and

Whereas, This committee has not changed its procedures in any of the recommended ways; and

Whereas, Its latest rash of subpoenas and hearings in California has resulted in irrevocable loss of dignity, reputation and jobs of many California citizens, especially probationary teachers; and

Whereas, The losses of these people occurred without any of the protections of due process of law which the Constitution guarantees all citizens; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, add its support to the growing body of outraged citizens, groups, legislators and congressmen and call for the abolition of the House Un-American Activities Committee; and be it further

Resolved, That copies of this resolution be sent to all affilated locals, and every U.S. Congressman from California, urging them to support abolition of this committee; and be it further

Resolved, That the California Labor Federation, AFL-CIO, present this same resolution and urge the same action by the 1960 convention of the National AFL-CIO.

Referred to Committee on Resolutions.
Filed, p. 124. See Resolution No. 59.

Encourage Teacher Organization at College Level

Resolution No. 56 — Presented by California State Federation of Teachers.

Whereas, There seems to be the greatest transigency among teachers at the lower levels of education; and

Whereas, Many teachers and educators look to schools of higher education for leadership; and

Whereas, All future teachers receive their professional training in schools of higher education; and

Whereas, Already American Federation of Teacher locals have been formed at three California State Colleges, namely: San Francisco, San Jose and Long Beach; and

Whereas, These locals have embarked

on the further organization of locals at other state colleges; therefore be it

Resolved, That this third convention of the California Labor Federation commend these state college locals for their affiliations with the labor movement and for their further efforts at organizing in the state colleges; and be it further

Resolved, That this convention call upon our officers to encourage all affiliated locals and local central bodies to render whatever service possible in the encouragement of the organization of locals at all California state colleges; and be it finally

Resolved, That copies of this resolution be sent to all affiliated locals and central labor bodies, and the presidents of the three state college locals.

Referred to Committee on Resolutions.
Adopted as amended, p. 108.

Establish Medical Department in Industrial Safety Division

Resolution No. 57—Presented by Western Federation of Butchers.

Whereas, There has been, in the past few years, considerable increase in the sale of packaged fresh meats; and

Whereas, The preparation of such packaged meats involves the use of cellophane and pliofilm and like materials; and

Whereas, These wrapping materials are sealed through the use of heat from wrapping irons or automatic sealing machines; and

Whereas, The process of meat wrapping through the use of such wrapping materials sealed by heat from a wrapping iron or automatic sealing machine sometimes causes a toxic fume to emanate into the meat wrapping workroom which is inhaled by the wrappers; and

Whereas, These fumes in many instances are not carried out of the workroom; and

Whereas, The inhalation of these fumes may prove injurious to the health of the wrappers; and

Whereas, Due to the lack of any medical officer in the Division of Industrial Safety of the California Department of Industrial Relations it is not possible to determine the extent to which the wrapper's health is affected; and

Whereas, It is the opinion of the Western Federation of Butchers that lack of medical officers in the Division of Industrial Safety now allows many physical ailments from the inhalation of toxic fumes to go undetected; therefore be it

Resolved, That this third convention of the California Labor Federation instruct the Federation's secretary to prepare a bill to be introduced at the next session of the California legislature setting up a medical department within the Division of Industrial Safety so that the division may uncover any cases of physical deterioration which now lie hidden because of lack of medical authority within the division; and be it further

Resolved, That all proper steps be taken through the Division of Industrial Safety to require complete ventilation in any meat wrapping workroom to insure that fumes from any and all meat-sealing equipment be drawn out of the workroom.

Referred to Committee on Legislation.
Adopted, p. 56.

Outlaw Polygraph Tests for Employees

Resolution No. 58 — Presented by State Council of Retail Clerks, San Francisco.

Whereas, Several employers in the state of California are promoting polygraph or lie detector tests for their employees; and

Whereas, Many of the questions asked in these tests are an infringement on the personal liberties and freedom of religion and thought held dear to American citizens; and

Whereas, Having to take a polygraph test carries a certain stigma; and

Whereas, The person taking a polygraph test is thereafter usually disturbed mentally and physically; and

Whereas, There are certainly other surer means of checking on employees' honesty; and

Whereas, Such methods of checking employees are not consistent with the principles of good unionism; and

Whereas, In the opinion of experts, the lie detector or polygraph is not a reliable scientific instrument for the ascertainment of truth; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record and take action to write and push for passage of a bill to outlaw polygraph tests for employees or prospective employees throughout the state of California.

Referred to Committee on Legislation.
Adopted as amended, p. 130.

Dismiss House Un-American Activities Committee

Resolution No. 59 — Presented by San Francisco Labor Council.

Whereas, The second convention of the California Labor Federation, AFL-CIO, in 1959 enacted Resolution No. 135 as reported on page 212 of the Proceedings which read as follows:

"Whereas, Organized labor in California and the nation has continuously battled against communist and other subversive groups who seek to undermine our democratic form of government; and

"Whereas, The record of organized labor in this regard is beyond reproach; and

"Whereas, In this never-ending battle it has been a primary concern of organized labor that the civil liberties of individuals be protected from infringement by those who would ape the methods of subversive and totalitarian groups to uproot the subversives in our nation; and

"Whereas, One of the greatest violators of civil liberties has been the House Un-American Activities Committee, which has repeatedly used the subversive issue as a vehicle for obtaining newspaper headlines without regard for our cherished American institutions of free speech and assembly, and the constitutional rights of individuals; and

"Whereas, It is of paramount importance that organized labor, which has openly fought communist and other subversives for so many years, should raise its voice in opposition to such undemocratic methods in rooting out destructive elements in our society; therefore be it

"Resolved, That the second convention of the California Labor Federation, AFL-CIO, declare once again its devotion to the preservation of our civil liberties in spirit and practice against the subversives of both the left and right; and be it further

"Resolved, That this convention specifically protest the damaging methods employed by the House Un-American Activities Committee in recently scheduling California hearings in the field of public education, and demand that the House of Representatives of the United States require that the committee, as a condition of holding such hearings, take every possible precaution to avoid the implication that any person called before the committee is a subversive; and be it finally

"Resolved, That the committee shall be required to respect the rights of individuals, and to give any person accused of subversive activities by the committee or by any of its witnesses, the right to appear before the committee to face his accusers and the opportunity to clear himself of charges so made against him."; and

Whereas, In the interim since the above reported convention, the San Francisco Labor Council, on Friday, May 6, 1960 did adopt the following resolution:

"Whereas, It has been called to our attention that the City of San Francisco and the State of California are again faced with a visitation by the Walter Committee; and

"Whereas, San Francisco and California have serious problems in the field of education which require constructive efforts on the part of all interested citizens; and

"Whereas, Previous experiences with the Walter Committee on Un-American Activities cause questions in our mind as to whether the motives and conduct of this committee are an invasion of intellectual freedom and an intrusion into California's autonomous rights in the conduct of its educational system; and

"Whereas, The Walter Committee in the past announced hearings to be held; named the witnesses it expected to call; then after the headlines subsided, postponed such hearings; and in effect subjected teachers and school authorities involved to an un-American process of accusation by innuendo without any recourse or reply and without the right of the involved person to face his accuser; and

"Whereas, This irresponsible creation of an atmosphere of distrust, suspicion and fear is unfair to the people of this state, to the employees of our school system and contrary to our basic educational principle of intellectual freedom; and

"Whereas, The San Francisco Labor Council has already called upon our Congressmen to evaluate and report on the motives, legislative and otherwise, of the Walter Committee in coming to our area; now, therefore, be it

"Resolved, That this Labor Council goes on record as questioning not only the motives but the conduct of the Walter Committee in following the procedures that their past history indicates; and be it further

"Resolved, That the San Francisco Labor Council goes on record that since we have heard of no justification of the conduct of this committee, we feel the time

has arrived when it should be summarily dismissed."; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, held in August of 1960, does hereby repeat and re-emphasize its previous position in relation to the Walter Committee; and be it further

Resolved, That the California Labor Federation, AFL-CIO, in addition to its previous position, go on record as questioning not only the motives, but the conduct of the Walter Committee in following the undemocratic procedures that marked its past history, and does hereby go on record, that since we know of no satisfactory justification of its conduct, we feel the time has arrived when it should be summarily dismissed.

Referred to Committee on Resolutions.
Adopted, p. 124.

Limit Private Employment Agency Fees

Resolution No. 60 — Presented by Office Employees No. 29, Oakland.

Whereas, Private employment agencies are in effect serving as personnel offices of the employers; and

Whereas, The employees are paying exorbitant fees to obtain jobs through private employment agencies; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to instruct the officers of the Federation to introduce a bill at the next legislative session of the state legislature which would prohibit private employment agencies from charging more than 10 per cent of the employee's first month's salary.

Referred to Committee on Legislation.
Adopted, p. 129.

Full Pay by Employer for Jury Duty

Resolution No. 61 — Presented by Machinists No. 706, Barstow.

Whereas, It is the civic duty of every citizen to serve, when called for jury duty; and

Whereas, Most working men and women would be glad to exercise this Constitutional right and duty, when called, except for the financial hardship incurred because of loss of wages; and

Whereas, Many states now have laws requiring employer to grant full pay for employees' time spent on jury duty; now, therefore, be it

Resolved, That this convention of the California Labor Federation, AFL-CIO, go on record and sponsor legislation to secure these benefits for California working men and women.

Referred to Committee on Legislation.
Filed, p. 115. See Resolution No. 222.

Sponsor and Assist Credit Unions

Resolution No. 62 — Presented by Machinists No. 706, Barstow.

Whereas, The credit union has come to be the poor and working man's bank, encouraging thrift and making loans for his needs, at very low rates of interest and moderate security; and

Whereas, Many working men and women are unable to provide for emergencies due to sickness, death in the family, auto purchases, etc., except thru the good offices of their credit union; and

Whereas, There is a great need of education and support of the credit union movement in California; therefore be it

Resolved; That this convention of the California Labor Federation, AFL-CIO, go on record, and sponsor needed legislation and educational programs leading to the formation and development of more credit unions in the fields of our membership.

Referred to Committee on Legislation.
Adopted as amended, p. 115.

Eliminate Excessive Charges for Medical, Hospital and Other Health Services

Resolution No. 63 — Presented by Machinists No. 706, Barstow.

Whereas, In recent years, almost all labor organizations have, through hard work, negotiated medical and hospitalization plans with employers, hospitals, and insurance companies, for the benefit of their members; and

Whereas, The practice is becoming increasingly common for doctors, hospitals, and others, to double or triple their charges where the patient has insurance or is a member of a medical or hospitalization plan, thus nullifying any benefits to the working man and his family; and

Whereas; Insurance companies and benefit associations must, in turn, raise their rates or drop out of the field; therefore be it

Resolved, That this convention of the California Labor Federation, AFL-CIO, go on record, and sponsor and assist in forming programs of legislation and education along the lines of the California

Consumers Council, to restore to the rank and file of our people, the benefits of these plans, through elimination of these excessive charges.

Referred to Committee on Resolutions. Filed, p. 77. See Resolution No. 161.

Oppose Dirksen Bill (S. 3548)

Resolution No. 64 — Presented by Machinists No. 706, Barstow.

Whereas, Railroad labor now has their back to the wall and are fighting for their very life to preserve past gains in benefits which the carriers are trying to take from them by any means possible, including legislation; and

Whereas, This proposed legislation, if passed, would completely destroy our nation-wide and industry-wide bargaining procedure which has been developed over a period of many years; and

Whereas, This would, if passed, form a pattern for similar legislation at the state level, thus completely encircling each plant and each group or craft in each plant to have to go in for individual bargaining; therefore be it

Resolved, That this convention of the California Labor Federation, AFL-CIO, endorse, and urge all possible action be taken, to stop this legislation from being acted on favorably by Congress, and urge each delegate here to enlighten his local of the harmful nature of this bill.

Referred to Committee on Resolutions. Filed; subject matter referred to Executive Council, p. 67.

Sponsor Railroad Industry Safety Legislation

Resolution No. 65 — Presented by Machinists No. 706, Barstow.

Whereas, The accident and death rate of railroad workers is rising by leaps and bounds, although the work force is being cut at an unprecedented rate, creating even more dangerous work and travel conditions; and

Whereas, The carriers have shown no cooperation with the crafts or authorities in trying to reduce this casualty rate, or even in correct reports on many on-the-job injuries to the I.C.C., thus giving an inaccurate picture of just how many deaths and injuries do occur; and

Whereas, The California Department of Industrial Safety does now have some jurisdiction over railroad shops and yards, but it is not well defined or rigidly enforced; therefore be it

Resolved, That this convention of California Labor Federatino, AFL-CIO, go on record, and sponsor legislation to strengthen and enforce laws pertaining to safety and accident reporting on the railroads in the state, both interstate and intrastate.

Referred to Committee on Legislation. Adopted, pp. 56-57.

Protest Kennedy-Landrum-Griffin Act

Resolution No. 66 — Presented by Machinists No. 706, Barstow.

Whereas, Beyond question this is the most oppressive and unneeded anti-labor legislation on the books today, causing each local labor organization much added expense and inconvenience, as well as providing an avenue wide open for any disgruntled member to stir up friction and trouble for conscientious officers who earnestly work for the welfare of the majority of the membership for little or no pay; and

Whereas, This legislation leaves the door wide open to the employer to the financial and other records of his employees, but we do not have equal rights to the employer's records due to ambiguous wording of the Act, just one of many inequities therein; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record that each local represented at this convention return home and urge their recording secretary, and individual members, to prepare letters to their Congressmen, and the national candidates for office, protesting the Kennedy-Landrum-Griffin Act, and urging repeal at the earliest possible time.

Referred to Committee on Resolutions. Adopted as amended, p. 27.

Require Payment of Prevailing Wage in Public Printing and Binding

Resolution No. 67 — Presented by Allied Printing Trades Councils, Southern California Conference, Los Angeles.

Whereas, The printing trades have undertaken for many years to promote amendments to the Labor Code of the State of California to require prevailing wages in public printing and binding; and

Whereas, The following amendments to the Labor Code are being promoted by the printing crafts affiliated with the respective Allied Printing Trades Councils:

"An act to add Chapter 3 (commencing with Section 1981) to part 7 of Division 2 of the Labor Code, relating to public printing and binding.

The people of the State of California do enact as follows:

Section 1. Chapter 3 (commencing with Section 1981) is added to Part 7 of Division 2 of the Labor Code, to read:

Chapter 3. Public Printing and Binding.

1981. As used in this chapter "public printing and binding" means all printing, binding and allied printing trades work done for a public agency under contract and paid for in whole or in part out of public funds.

1982. As used in this chapter "public agency" includes the State and any county, city, district, or other political subdivision of the State, and the University of California.

1983. Public officers and bodies charged with the letting of contracts for public printing and binding may award such contracts to persons for execution outside of the State only if the bids of such persons, or the prices quoted by them, are at least 5 per cent lower than the lowest bids or prices quoted by persons for execution of the contract within this State and the provisions of this chapter are complied with.

1984. Not less than the prevailing rate of per diem wages for work of a similar character in the City of Sacramento, and not less than the general prevailing rate of per diem wages for holiday and overtime work of a similar character in the City of Sacramento, shall be paid to all workmen employed in the execution of a contract for printing and binding work entered into pursuant to Section 1983. The contractor to whom the contract is awarded, and any subcontractor employed under him, shall pay not less than the specified prevailing rate of wages to all workmen employed in the execution of the contract.

1985. The public agency awarding any contract for public printing and binding to persons for execution outside of the State shall ascertain the general prevailing rate of per diem wages and the number of hours constituting a day's work in the City of Sacramento for each craft, classification or type of workman needed to execute the contract. The call for bids need not contain such information but shall state that a schedule containing such information may be examined at the office of the agency awarding the contract. The contract itself shall specify what such general prevailing rate of per diem wages is, the number of hours constituting a day's work, and the general prevailing rate for holiday and overtime work in the City of Sacramento for each craft, classification or type of workman needed to execute the contract. The holidays upon which such rates shall be paid need not be specified by the public agency, but shall be all holidays recognized in the collective bargaining agreement applicable to the particular craft, classification or type of workman employed on the project. In determining such rates, the public agency shall ascertain and consider the applicable wage rates established by collective bargaining agreements in the City of Sacramento.

As used in this chapter, per diem wages shall be deemed to include hourly employer contributions for health and welfare, pension, vacation and similar purposes.

1986. Each bidder shall submit with his bid an affidavit stating that if his bid is accepted, he will pay all workmen employed in the execution of the contract not less than the prevailing rate of wages as required by this chapter.

1987. The contractor shall, as a penalty to the public agency on whose behalf the contract is made or awarded pursuant to Section 1983, forfeit ten dollars ($10) for each calendar day, or portion thereof, for each workman paid less than the stipulated prevailing rates for any public printing and binding done under the contract by him or by any subcontractor under him, and the public agency awarding the contract shall cause to be inserted in the contract a stipulation to this effect.

To the extent that there is insufficient money due a contractor to cover all penalties forfeited in accordance with this section, and in all cases where the contract does not provide for a money payment by the awarding public agency to the contractor, the awarding public agency or the Division of Labor Law Enforcement may maintain an action in any court of competent jurisdiction to recover the penalties provided for herein, and either the awarding public agency or the Division of Labor Law Enforcement may join as party plaintiff in any such action brought by the other. Such action shall be commenced not later than 90 days after acceptance of such public printing and binding by the public agency. No issue other than that of the liability of the contractor for the penalties allegedly forfeited shall be determined in such action, and the burden shal be upon the contractor to establish that the penalties demanded in such action are not due.

1988. Every person whose bid is ac-

cepted and who is awarded a contract pursuant to this chapter shall keep an accurate record showing the name, occupation, and the actual per diem wages paid to each workman employed by him in connection with the execution of the contract. The record shall be kept open at all reasonable hours to the inspection of the public agency awarding the contract and to the Division of Labor Law Enforcement.

1989. Any officer, agent, or representative of a public agency who willfully violates any provisions of this chapter, and any contractor, or subcontractor, or agent or representative thereof, doing public printing and binding who neglects to comply with the provisions of Section 1988 is guilty of a misdemeanor."; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, in the presentation to the 1961 state legislative session, will give advice and assistance.

Referred to Committee on Legislation.
Adopted, p. 127.

Assist L.A. Printing Trades' Information Program on Anti-Union Policies of L.A. Times and Mirror-Daily News

Resolution No. 68 — Presented by 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 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 have for some time been the printers of telephone directories in Southern California at their Boyle Street plant; 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, Los Angeles Allied Printing Trades Council, and the Los Angeles Central Labor Council for the past 56 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 a program 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-CIO organization; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, 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 Labor Federation be instructed and authorized to take any steps deemed necessary to assist and aid the Los Angeles Allied Printing Trades Council in its program; and be it finally

Resolved, That the California Labor Federation call upon every AFL-CIO union in California to extend unqualified support to the program of the Los Angeles Allied Printing Trades Council.

Referred to Committee on Resolutions.
Adopted, p. 182.

Support Proposed Investigation of Strikebreaking

Resolution No. 69—Presented by Allied Printing Trades Council, Los Angeles.

Whereas, Senator Wayne Morse of Oregon has introduced Senate Resolution No. 271 in the United States Senate to initiate an investigation of strikebreaking, including importing strikebreakers across state lines, so-called strike insurance, and other union-busting activities; and

Whereas, These strikebreaking activities have cost unions affiliated with the Allied Printing Trades Councils millions of dollars and the loss of many union printing offices; and

Whereas, The Congress, having recently investigated and enacted laws against dishonesty and corruption in labor unions, may now evidence its unwillingness to allow the planned, systematic destruction of a group of America's most honored unions; now, therefore, be it

Resolved, That the third convention of

the California Labor Federation, AFL-CIO give unqualified approval and support to the proposed Senate investigation of strikebreaking and urge all of the members of the respective affiliated crafts to contact Senator Lister Hill, Chairman of the Senate Labor Committee, in support of Senate Resolution No. 271; and be it further

Resolved, That copies of this resolution be sent to the Presidents of the five International Unions comprising the International Allied Printing Trades Association; and be it further

Resolved, That these International Unions request each member of each union to contact Senator Hill urging this investigation.

Referred to Committee on Resolutions.
Adopted as amended, p. 67.

Collective Bargaining for Teachers

Resolution No. 70 — Presented by Teachers No. 61, San Francisco.

Whereas, Action aimed at securing legislation to provide collective bargaining for public employees was approved by resolutions of this body in both the 1958 convention (Resolutions Nos. 215 and 308) and the 1959 convention (Resolution No. 9); and

Whereas, During the last two years, in the absence of such legislation, the need for collective bargaining has become more acute as inflation has mounted, as public employment rolls have grown, and as gains in private employment have increased; and

Whereas, The California State Federation of Teachers finds collective bargaining essential not only for the realization of its own economic objectives but also for the ends of sound public education; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO reaffirm its support of collective bargaining for the teachers in the public schools of California and exert every effort to secure the enactment of a law to implement that proccess.

Referred to Committee on Legislation.
Adopted, p. 130.

Prohibit Importation of Professional Strikebreakers

Resolution No. 71—Presented by Web Pressmen No. 4, San Francisco.

Whereas, Organized labor of the printing trades unions and other unions who enjoy working contracts have been involved in a strike in the City of Portland, Oregon since November 10, 1959, with the two metropolitan newspapers of that city; and

Whereas, This strife has been allowed to continue because of the following facts:

(1) Strike insurance benefits have been paid to the publishers of these metropolitan dailies. These benefits have either been paid for by insurance companies or by publishers associations in these United State of America.

(2) It can be definitely proven that professional strikebreakers have been imported into the state of Oregon for the express purpose to break the unions involved in this labor strife; and

Whereas, The newspaper pressmen of Oklahoma City have been subjected to the same conditions since before August, 1958; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO assembled in the City of Sacramento, instruct the president, secretary and legislative counsel to submit Assembly and Senate bills to the next session of the California legislature that will make the practice of importing of professional strikebreakers and recruiting of strikebreakers from outside the boundaries of the state of California to be unlawful, and to be punishable by fine or jail sentence or both if found guilty.

Referred to Committee on Legislation.
Filed, p. 113. See Resolution No. 1.

Support S. 2882 on Tariff and Foreign Trade

Resolution No. 72—Presented by Brick & Clay Workers, District Council No. 11, Glendale.

Whereas, Our union favors in principle the expansion of international trade to help workers and the general economy of foreign countries, especially the undeveloped countries of the world, without serious harm to the livelihood of American workers and industry; and

Whereas, American labor and public policy support the principle of fair labor standards in the form of minimum wages and maximum hours of labor to promote, in a growing economy, fair competition which in turn protects the progress of our constantly improved living standards; and

Whereas, The United States government, with the cooperation of the labor movement, has taken the lead in establishing a liberal program of eliminating man-

made punitive tariff barriers in the form of General Agreement on Tariff and Trade (GATT) and the 1934 Trade Agreement Act (Reciprocal Trade Act); and

Whereas, The experience of the past several years of operation under these instruments proves it becomes evident that workers in many industries, especially our own, cannot remain employed in competition with products produced with cheap foreign labor in countries with substandard wages and without fair labor standards legislation or free trade unions to corect injustices; and

Whereas, There has been a bill introduced in the 86th Congress, second session, by Senator Kenneth Keating and others, S. 2882, which sets out the principle of labor's legislative policy to correct these injustices of cutthroat competition and at the same time give impetus to the establishment of the ethical basis for improved living standards in exporting countries; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO go on record instructing our legislative representatives to work for the passage of S. 2882 or this type of legislation, and further, to request all affiliated bodies to write their Congressmen and Senators, their national and international unions, instructing them to adopt a similar position and action.

Referred to Committee on Resolutions.
Adopted, p. 113.

Pay for Jury Duty

Resolution No. 73 — Presented by Electrical Workers No. 848, San Bernardino, and Machinists No. 214, San Bernardino.

Whereas, The labor movement has been the outstanding champion of human rights and the protection of those rights through the safeguards of democracy; therefore be it

Resolved, That this third convention of the California Labor Federation take necessary action to get state legislation requiring employers to make up the difference of pay for juror duty and regular daily pay as long as employee is on juror duty.

Referred to Committee on Legislation.
Filed, p. 115. See Resolution No. 222.

National Full Employment Program

Resolution No. 74—Presented by Steelworkers (East Bay Machinists) No. 1304, Emeryville.

Whereas, Not since the days of the depression of the 1930's and prior to World War II, has there been any program of full employment proposed by organized labor; and

Whereas, A good constructive program advanced by labor would provide a moral uplift for those people out of work, of which there are some seven million at the present time, and would also be of great assistance in organizing the unorganized; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO go on record as requesting our National American Federation of Labor and Congress of Industrial Organizations to work out a thorough program of full employment and use its good offices to push for such federal legislation.

Referred to Committee on Resolutions.
Adopted as amended, p. 27.

Training for Displaced Workers

Resolution No. 75—Presented by Steelworkers (East Bay Machinists) No. 1304, Emeryville.

Whereas, Many members of organized labor are being replaced on their jobs through automation and other technological advances in industry; and

Whereas, The opportunity of these people finding other jobs using their particular skills are limited if any; and

Whereas, The vast majority of members so displaced are between the ages of forty and sixty-five years of age; and

Whereas, There are no general training schools to retrain these people for other gainful employment and all have from one to twenty-five years before being eligible for social security pensions; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO go on record as using our legislative branch to sponsor a law in the State of California to provide adequate facilities to retrain our displaced citizens for other gainful employment; and be it further

Resolved; That this convention request our National American Federation of Labor and Congress of Industrial Organizations to work for a federal training program to provide necessary facilities to train all people for other gainful employment when so displaced.

Referred to Committee on Legislation.
Adopted, p. 115.

Mandatory Aid Standard for State Relief Program

Resolution No. 76 — Presented by City, County and State Employees No. 347, Los Angeles.

Whereas, The welfare of all the people of the state is promoted by enabling those individuals and families in financial distress to maintain standards of health and well-being, and dignity to the end that they may assume as nearly normal a role in their communities, and to the end that they may be encouraged and enabled to achieve independence; and

Whereas, The State of California has established a program of general relief for the above purpose; and

Whereas, The general relief programs of the counties of California do in fact reflect medieval concepts of maintaining the needy in a condition of misery and discomfort; and

Whereas, Many counties deny assistance to able-bodied victims of unemployment regardless of consequences to their families; and

Whereas, Varying standards in each county deny equal treatment to the needy therein; and

Whereas, The maximum aid which can be granted to an eligible family is so deplorably low as to threaten the health, and the family ties and harmony; and

Whereas, Such conditions tend to retard rather than advance progress towards independence and self-support, thus prolonging the period of neediness and increasing the burden on the taxpayer; and

Whereas, Extensive studies of the cost of a minimum standard of health and decency are conducted by the State of California, and these costs have been established as the standard of need in the Aid to Needy Children Program; and

Whereas, The same needs are shared by the parents and children eligible to general relief; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that the State of California should establish a mandatory standard of aid for the general relief program, equal to the standard of the ANC program; and be it further

Resolved, That the State of California establish uniform standards of eligibility for general relief in each county, recognizing the need of those who suffer involuntary unemployment.

Referred to Committee on Legislation.
Adopted as amended, p. 129.

Liberalize Aid to Needy Children Program

Resolution No. 77 — Presented by City, County and State Employees No. 347, Los Angeles.

Whereas, The right of all children to enjoy adequate food, shelter, clothing and education is of concern to society as a whole; and

Whereas, Large numbers of children are substantially deprived of these rights by the unemployment or inadequate earnings of a father in the home; and

Whereas, Children equally deprived because the father absents himself from the home, are protected from the bitterest sufferings of such deprivation, by the Aid to Needy Children Program; and

Whereas, In the foreseeable future, economic hardship will continue to exist for many families because of excessive unemployment and depressed wage levels in such industries as agriculture, causing the families of some workers to exist at standards lower than those where the father absents himself from the family; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that Section 406 of the Social Security Act be amended to provide that a child shall be considered deprived of parental support if the father suffers prolonged unemployment, or with his best offorts, cannot earn sufficient to meet the family's minimum, basic needs as defined in the Aid to Needy Children program.

Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 78.

Improve Social Work Standards

Resolution No. 78 — Presented by City, County and State Employees No. 347, Los Angeles.

Whereas, The rehabilitation of an individual made needy by family break-up, death, illness, old age, or lack of training and opportunity may often be accomplished thru the application of the skills and knowledge of the social case worker; and

Whereas, Every step toward self-sufficiency in either daily living or economic activity represents an important gain to the individual as well as both real and potential savings to the taxpayers; and

Whereas, The application of such skills is successful only when consistent effort toward understanding and encouragement of the individual is possible; and

Whereas, In most counties, every social worker must serve so many individuals that he can help most individuals only to maintain their current status, thus substantially reducing the amount of progress many recipients might have achieved; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that the State Department of Social Welfare shall be enabled to establish maximum standards for caseloads in each category of aid, which shall be mandatory on the counties of the state, except that a county may establish smaller caseloads; and be it further

Resolved, That maximum stress shall be placed on the achievement of greater independence in all areas of living so as to increase the dignity and self-respect of public assistance recipients, and to reduce the burden on the taxpayers created by their dependency.

Referred to Committee on Resolutions.
Adopted, p. 77.

Abolish Citizenship Requirements for Public Assistance Eligibility

Resolution No. 79 — Presented by City, County and State Employees No. 347, Los Angeles.

Whereas, The benefits of Old Age Security and Aid to the Totally and Permanently Disabled should be available to all the people of California who are otherwise eligible; and

Whereas, These benefits are presently denied to many otherwise eligible residents who for certain reasons have not attained United States citizenship; and

Whereas, Many states have extended these benefits to all the peoples, regardless of citizenship; and

Whereas, California does not impose this requirement on other programs of aid; and

Whereas, The existing requirement serves to place a greater burden on the counties for support of these persons from county funds; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that the State of California abolish the citizenship requirement as a condition of eligibility for Old Age Security and/or Aid to Totally and Permanently Disabled.

Referred to Committee on Legislation.
Adopted, p. 129.

Standards for Public Social Work

Resolution No. 80 — Presented by City, County and State Employees No. 347, Los Angeles.

Whereas, Social Services, both public and private, comprise the greatest expenditure of efforts, skill and money within the state of California; and

Whereas, Persons engaged in carrying out the programs of various public and private agencies must deal with every facet of human existence, thereby using skills that are more varied and complex than almost any other profession; and

Whereas, There is no general statewide yardstick to define basic social work whereby equitable salaries can be based; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that the legislature of the State of California request that the State Department of Social Welfare, representatives of the trade union movement and professional social workers meet in a series of sessions for the purpose of developing basic standards for public social work, and that such arrangements be made by and through the State Department of Social Welfare; and be further

Resolved, That the results of such meetings be reported back to the legislature for the purpose of influencing proper and correct legislation and standards.

Referred to Committee on Legislation.
Filed, pp. 129-130.

Develop Rehabilitative Services in Public Assistance Agencies

Resolution No. 81 — Presented by City, County and State Employees No. 347, Los Angeles.

Whereas, One of the primary objectives of public assistance programs is to help needy persons realize the goal of economic independence; and

Whereas, Many recipients of public assistance are handicapped by lack of training, age and sex barriers, and by physical or mental illness; and

Whereas, Individuals so handicapped may achieve normal economic functioning when given special training and counseling; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that the State Department of Social Welfare shall assist the counties in developing the most extensive program possible for the encouragement, training,

and placement of public assistance applicants in independent employment; and be it further

Resolved, That qualified vocational or rehabilitation counselors and educators should be charged with the administration of such programs in each county.

Referred to Committee on Resolutions.
Adopted as amended, p. 77.

Right of Government Employees to Join Bona Fide Labor Unions

Resolution No. 82 — Presented by City, County and State Employees No. 347, Los Angeles.

Whereas, Within the State of California there are many thousands of men and women employed in governmental jurisdictions; and

Whereas, These workers are, in most instances, being denied the right to full union membership with the rights that union membership confers upon these workers; and

Whereas, In those areas where there does exist a measure of union recognition, said recognition is in most instances granted in an intolerant and unfavorable atmosphere, with some officials resisting any form of cooperation; therefore be it

Resolved, The third convention of the California Labor Federation adopt the following policy:

1. That appropriate legislation be drafted and introduced in the state legislature defining in detail the rights of all governmental employees within the State of California, including those working for chartered cities, to complete freedom in joining and acting as a member of any labor union affiliated with the AFL-CIO.

2. That this membership shall entitle the member to full union representation in the matter of wages, hours and working conditions.

3. That all governmental jurisdictions employing these members, including chartered cities, shall recognize the above rights, and shall negotiate in good faith with the duly authorized union representatives of this union membership on all matter concerning wages, hours and working conditions; and be it further

Resolved, That this convention urge the setting up of an appropriate committee consisting of representatives from the various public worker unions within the Federation, to draw up, have approved and present to the legislature this legislation.

Referred to Committee on Legislation,
Adopted as amended, p. 126.

Set Minimum for Ward Nursing Staff in Public Hospital

Resolution No. 83 — Presented by City, County and State Employees No. 347, Los Angeles.

Whereas, Public administrated hospitals within the State of California care for the greatest majority of our sick and aged citizens; and

Whereas, Adequate and efficient nursing care is of paramount importance in the recovery and rehabilitation of these paients; and

Whereas, In far too great an instance this adequate and efficient nursing care is being denied our ill and aged, because of constant pressure by certain groups, to cut costs; and

Whereas, This has resulted in staffing in the nursing areas being cut to an unsafe, and dangerous level; and

Whereas, Local 347, BSEIU, has testified before the Los Angeles County Board of Supervisors that this situation has become so desperate that in one hospital, one Registered Nurse was required to care for from 350 to 500 patients — that attendants alone at night in large men's wards have been attacked with no aid available; and

Whereas, Public administrated hospitals budget nursing hours per patient far below a safe minimum in order to satisfy these pressure groups; and

Whereas, In the interest of safety, honesty and human dignity, be it

Resolved, That the third convention of the California Labor Federation urge legislation be adopted by the State of California that would set an absolute minimum on ward nursing staff requirements on a 24 hour basis for all public administrated hospitals; and be it further

Resolved, That this convention urge all local public worker unions within the state having hospital membership form a committee to work out the wording of such legislation and present such a bill to the legislature of the State of California.

Referred to Committee on Legislation.
Adopted as amended, p. 56.

IWC Coverage for Women and Minors in Public Employment

Resolution No. 84 — Presented by City, County and State Employees No. 347, Los Angeles.

Whereas, Women and minors employed by public jurisdictions within the State

of California have been excluded from the protections provided by the Division of Industrial Welfare of the California State Labor Code; and

Whereas, Many injuries and unhealthful incidents have resulted from such exclusion; and

Whereas, Many officials, being aware of this exclusion, have condoned such unsafe situations; therefore be it

Resolved, That the third convention of the California Labor Federation go on record urging that all health and welfare provisions of the California State Labor Code be binding on all public jurisdictions employing women and minors; and be it further

Resolved, That this convention urge all local unions having public workers within this group form an appropriate committee to write and introduce such legislation to the next meeting of the state legislature.

Referred to Committee on Legislation.
Adopted as amended, p. 126.

Occupational Health and Radiation Safety Training

Resolution No. 85 — Presented by Electrical Workers No. 1245, Oakland.

Whereas, The use of nuclear materials and other sources of radiation has pervaded every phase of human endeavor, and are being utilized in evermounting quantities in our industrial economy; and

Whereas, A large number of our members presently, and in increasing numbers in the future, do and will, earn their livelihood near sources of ionizing radiation as indispensable contributors to the Atomic Age; and

Whereas, The Occupational Health and Radiation Safety Group of the Division of Industrial Safety, Department of Industrial Relations, State of California, is assuming the responsibility for providing the necessary training to its members in order that they may assist in regulating the sources of radiation in this state; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that the California state legislature make available to this group, sufficient funds to implement a program of training designed to provide our members with that measure of safety due each worker who must toil in the close proximity of radiation. These funds to be provided for the following expenditures:

a. $1,500 for one man, for one year, to attend an Atomic Energy Commission fellowship program at a designated Eastern university.

b. $2,000 for five men, for a six weeks' course at the Oak Ridge National Laboratory, Oak Ridge, Tennessee.

c. $1,000 for one man to attend an Occupational Health course on radiation, toxic chemicals, noise, and other occupational hazards at the Massachusetts Institute of Technology.

d. $500 for short radiological training courses at the University of California.

Total additional budget—$5,000.

Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 125.

Nuclear Energy Development and Radiation Protection

Resolution No. 86 — Presented by Electrical Workers No. 1245, Oakland.

Whereas, The California state legislature in its 1959 general session added Chapter 7.5 to Division 20 of the Health and Safety Code thereby establishing in the Office of the Governor a position of Co-ordinator of Atomic Energy Development and Radiation Protection; and

Whereas, The Office of Atomic Energy Development and Radiation Protection is charged with a great responsibility for the protection of the health and safety of the citizens of the state; and

Whereas, The legislature budgeted only thirty-five thousand dollars ($35,000) to the Office of Atomic Energy Development and Radiation Protection to carry out this responsibility; and

Whereas, The Congress of the United States in its 1959 amendments to the Atomic Energy Act made provisions for the United States Atomic Energy Commission to transfer some of its licensing and regulatory functions to the various states; and

Whereas, The State of California lacks adequate regulatory legislation in this field as well as trained personnel; and

Whereas, Existing regulations as set forth in Group 6, Articles 53 and 54, of the General Industry Safety Orders as promulgated by the Division of Industrial Safety need strengthening in certain areas and are lacking in others; and

Whereas, Existing provisions of the workmen's compensation laws do not make adequate provisions for the protection of workmen who may be subject to

the effects of radiation damage; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, call upon the California state legislature to budget sufficient funds to the Office of Atomic Energy Development and Radiation Protection so that this office might fully carry out its responsibilities in protecting the state's citizens; and be it further

Resolved, That the legislature be called upon to enact legislation which will provide for strict regulation and inspection of users of nuclear reactors and radioisotopes and which will provide severe penalties for violations of such regulations; and be it further

Resolved, That the legislature be called upon to amend the existing workmen's compensation laws to provide full and complete protection to workmen who become victims of the effects of radiation damage; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, call upon the Division of Industrial Safety to hold public hearings in order that Group 6, Articles 53 and 54 of the General Industry Safety Orders may be amended to more fully protect workmen concerning radiation as an industrial hazard.

Referred to Committee on Legislation.
Filed; subject matter referred to Executive Council, pp. 141-142.

Ensure Workers' Rights on Federal Water and/or Power Projects

Resolution No. 87 — Presented by Electrical Workers No. 1245, Oakland.

Whereas, The federal government is undertaking more and more projects to develop the nation's natural resources with respect to water and/or power; and

Whereas, There is no general legislation at the federal level protecting the rights of self-organization and collective bargaining; and

Whereas, These rights have been granted to employees of the Tennessee Valley Authority by adoption of its "Employee Relationship Policy of August 28, 1935"; and

Whereas, Similar policies have been adopted on facilities administered by the Department of Interior; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, call upon the Congress of the United States to enact legislation which will give to all employees on federal water and/or power projects rights at least equal to those in effect on the Tennessee Valley Authority; and be it further

Resolved, That the California Labor Federation, AFL-CIO, call upon the American Federation of Labor-Congress of Industrial Organizations to adopt this resolution and actively seek passage of such legislation.

Referred to Committee on Resolutions.
Adopted, p. 113.

Support Agricultural Workers

Resolution No. 88—Presented by Electrical Workers No. 1245, Oakland.

Whereas, Agricultural workers in the State of California have been exploited to the extent that their economic conditions are deplorable and the lowest of any segment of our state's work force; and

Whereas, Attempts to provide assistance to this underprivileged group of Californians through the state legislature have in the main proven unsatisfactory; and

Whereas, The AFL-CIO has established the Agricultural Workers Organizing Committee, with early results showing substantial gains in the wages paid to agricultural workers; and

Whereas, The corporate farm interests, through such organizations as the Associated Farmers of California, the California Farm Bureau Federation, and the newly formed California Farmers Emergency Fruit Committee, are trying, by every means at their command including the use of half-truths, untruths and political pressures, to forestall organization of agricultural workers; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, pledge its continuous and full support to the efforts of the Agricultural Workers Organizing Committee to do what has long been overdue, that is to offer a means of economic salvation to the agricultural worker; and be it further

Resolved, That each of the organizations affiliated with the California Labor Federation, AFL-CIO, be called upon to pledge moral, financial and physical assistance to the Agricultural Workers Organizing Committee as the need arises; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, redouble its efforts to have the California state legislature enact legislation protecting the rights of

agricultural workers. Such legislation to include:

1. Protection of the rights of agricultural workers to self-organization and collective bargaining,

2. Establishment of a minimum wage for agricultural workers which will provide more than a bare existence income level,

3. Establishment of an Agricultural Labor Resources Committee to study and make recommendations to the legislature concerning the living conditions of migratory workers and their families, particularly with respect to adequate housing and school facilities.

Referred to Committee on Legislation.
Adopted as amended, p. 130.

Protection of Consumer Interests

Resolution No. 89 — Presented by Electrical Workers No. 1245, Oakland.

Whereas, Governor Edmund G. Brown requested the California state legislature to establish the position of Consumer Counsel in the Governor's office; and

Whereas, The legislature did by statute, during its 1959 session, concur in the Governor's request; and

Whereas, The Governor's appointee as California's first Consumer Counsel, Mrs. Helen E. Nelson and her staff, have, in their first few months in office, worked assiduously to assure the protection of the consumer in California; and

Whereas, The activities of the Consumer Counsel and her staff have unearthed and brought to light, among other things, the following information:

1. That consumer credit has become a major factor in our economy, with many purchasers paying exorbitant charges for credit, due to their lack of knowledge of the true interest rate charged or the total amount paid for credit;

2. That today in California each of the fifty-eight counties currently administers weights and measures regulations with different procedures and standards of enforcement and that existing state statutes permit packages to contain weights and measures less than those specified on the label; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in regular session at its 1960 convention, congratulates Governor Edmund G. Brown and the California state legislature for establishing the office of Consumer Counsel; and be it further

Resolved, That this convention congratulates the Governor on his appointment of Mrs. Helen E. Nelson to the office of Consumer Counsel and thanks Mrs. Nelson and her staff for their efforts on behalf of California's consumers; and be it further

Resolved, That this convention call upon the Governor and the legislature to provide sufficient funds in the next budget for Mrs. Nelson and her staff to continue and expand their efforts on behalf of California's consumers; and be it finally

Resolved, That this convention call upon the California state legislature to enact legislation which will:

1. Limit credit charges to a reasonable amount and which will require full disclosure to the purchaser of the true rate of interest and the total amount being charged for credit in all installment purchases;

2. Consolidate responsibility within state government and strengthen programs for enforcing the laws relating to weights and measures;

3. Repeal existing legislation permitting packages to contain weights and measures less than those specified on the label.

Referred to Committee on Legislation.
Adopted, p. 130.

Workers' Rights on State and Local Government Projects

Resolution No. 90 — Presented by Electrical Workers No. 1245, Oakland.

Whereas, There is an increasing tendency for local government agencies in California to undertake projects which are in competition with private enterprise; and

Whereas, Some of the projects authorized by the California state legislature not only duplicate projects of private enterprise, where the rights of self-organization and collective bargaining are protected, but in some cases replace them; and

Whereas, To date no action has been taken by the California state legislature to guarantee the right of "self-organization" nor to permit the rights of "collective bargaining" to employees involved in the maintenance, operation and repair of such projects; and

Whereas, In some cases "prevailing "rate" provisions are not included for the construction of these projects; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, in regular session at its 1960 convention, go on record opposing legislation, authorizing the construction of any such project which does not contain provisions:

1. Guaranteeing the right of self-organization,

2. Guaranteeing the rights of collective bargaining, upon majority determination, for employees involved in the operation, maintenance and repair of the project; and

3. Providing for "prevailing rate" in the construction of the project.

and be it further

Resolved, That the California Labor Federation, AFL-CIO, forward copies of this resolution to the National AFL-CIO requesting adoption of the principle involved.

Referred to Committee on Resolutions.
Adopted, p. 113.

Apply 160 Acre Limitation to All Federal and State Water Projects

Resolution No. 91 — Presented by Electrical Workers No. 1245, Oakland.

Whereas, The 160 acre limitation is a fundamental principle in the reclamation laws and policies of the United States government; and

Whereas, This principle is a safeguard for the fair distribution of water resources; and

Whereas, Continued legislative attempts to modify or eliminate the acreage limitation through exemptions on federal projects must be opposed in order to protect small landowners; and

Whereas, California's water resources must be protected through the 160 acre limitation in order to protect small landowners; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in regular session at its 1960 convention go on record in full support of the 160 acre limitation being applied to all federal water projects and all California state water projects; and be it further

Resolved, That any legislation on such proposed water projects which exempts the acreage limitation provisions shall be vigorously opposed by this organization; and be it further

Resolved, That all proper means shall be employed in order to implement this resolution through seeking necessary assistance from public officials, labor and other organizations; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, forward copies of this resolution to the National AFL-CIO requesting adoption of the principle involved.

Referred to Committee on Resolutions.
Filed, p. 113. See Policy Statement XIV.

Reaffirm Position on California Water Resources Development Bond Act

Resolution No. 92—Presented by Electrical Workers No. 1245, Oakland.

Whereas, The California Labor Federation, AFL-CIO, in its 1959 convention did adopt Resolution No. 81, as amended, relating to the California Water Resources Development Bond Act; and

Whereas, The Governor did not agree to call a special session of the California state legislature as requested by the California Labor Federation, AFL-CIO; and

Whereas, The questions raised in Resolution No. 81 still remain unanswered; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in regular session at its 1960 convention reaffirm its position with respect to the principles involved in Resolution No. 81; and be it further

Resolved, That the California Labor Federation, AFL-CIO, call upon the California state legislature to enact, at its general session in 1961, legislation which will provide for:

I. Protection against speculation, monopoly and unjust enrichment, such legislation to be patterned after federal reclamation law, or at least equal thereto in strength and in purpose.

II. Policy and legislative criteria covering present gaps in state law with respect to:

1. The pricing of irrigation, domestic and industrial waters.

2. The distribution of hydro-electric power generated by units of the state system. Such legislation to provide that:

a. in no event shall power be sold by the state to any entity engaged in the retail distribution of electrical energy at a price which is below cost to the state. Such costs to include reasonable provisions for the retirement of capital outlay allocations for power with interest and/or the retirement of bonds

plus depreciation of state facilities;

b. sale of electrical energy to any entity shall be based on a competitive basis with consideration being given to the fact that the state will suffer losses in tax revenues should such sale be to a public agency.

3. The allocation of project costs to project beneficiaries.

4. The development of recreational facilities at reservoir sites.

5. The determination of economic and financial feasibility of various units of the state water system.

6. Protection of employees on the state water system which will:

a. guarantee the right of self-organization,

b. guarantee the rights of collective bargaining for employees involved in the operation, maintenance and repair of the project, and

c. provide for "prevailing rate" in the construction, modification, reconstruction and alteration of the project.

Referred to Committee on Legislation. Filed, p. 130. See Policy Statement XIV.

Collective Bargaining in Public Employment

Resolution No. 93—Presented by Electrical Workers No. 1245, Oakland.

Whereas, The California state legislature, during its 1959 regular session, had before it several bills which would have provided the rights of self-organization and collective bargaining, including that of written agreement, to persons engaged in public employment; and

Whereas, These bills were either sent to interim committee for study or denied passage, except for one bill which provides the right of self-organization for firefighters; and

Whereas, These rights are long overdue to public employees; and

Whereas, The arguments used by opponents to these bills closely paralleled the arguments used by opponents of these rights for persons in private employment in the 1930's; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, continue its efforts to have legislation enacted which would provide as a minimum the following:

1. The right to self-organization, to form, join or assist labor organizations, to present grievances and recommendations regarding wages, salaries, hours and working conditions to the governing body and to discuss same with such governing body to all persons engaged in public employment, and

2. The additional rights of collective bargaining, including that of written agreement, enjoyed by persons in private employment, when the public body is engaged in operations which are in competition to private enterprise; and be it further

Resolved, That the California Labor Federation, AFL-CIO, in implementing this resolution, use its good offices to coordinate the efforts of those affiliates, who have particular interests in this subject; and be it finally

Resolved, That all such affiliates be requested to notify the Executive Secretary-Treasurer as to who will represent them in this coordinated effort.

Referred to Committee on Legislation. Adopted as amended, p. 126.

Fraternal Greetings to Histadrut

Resolution No. 94—Presented by Amalgamated Clothing Workers Joint Board, Los Angeles.

Whereas, Histadrut, the General Federation of Labor in Israel, has been the outstanding example of a democratic labor organization in the Middle East since its inception 39 years ago, and today plays a leading role in the life of the young democracy in the Middle East—the sovereign State of Israel—pioneered and rebuilt by Histadrut; and

Whereas, Histadrut has developed a health program which serves 1,360,000 Jews and Arabs, Christians and Moslems; vocational training for youth and for adults; housing projects for workers and new immigrants who escaped ruthless persecution in the countries of their origin; and has established close cooperation between Jewish and Arab workers, and in every way has endeavored to improve the lot of labor in Israel; and

Whereas, Histadrut has established close ties of cooperation with the free trade union movements in the emerging African and Asian countries and has provided know-how and a pattern for organization of a free and democratic trade union movement on the continents of Africa and Asia through exchange programs, international seminars on cooperation and its Afro-Asian Institute for Labor Studies established in Tel Aviv; and

Whereas, 36 years ago, just three years after this labor organization had been established in the Middle East, American trade unionists, true to their historic tradition of helping struggling unionists everywhere, set up the National Committee for Labor Israel to provide funds and moral support for the then seemingly impossible task of building a strong and free trade union movement in the Middle East; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, extends fraternal greetings to Histadrut, the General Federation of Labor in Israel, which will soon celebrate its 40th anniversary, and this convention pledges its continued moral support to Histadrut in its effort to build a union which will enrich the lives of its own people, contribute to the improvement of the living standards of the peoples in the Middle East, Africa and Asia, generally, and serve as a citadel of democracy in that part of the world; and be it further

Resolved, That we send fraternal greetings to the Israel Histadrut Campaign in California, the fund raising arm of the National Committee for Labor Israel, which marks over three and a half decades of continuous support of free trade unionism in the Middle East.

Referred to Committee on Resolutions.
Adopted, p. 125.

Change NLRB Procedure in Representation Elections

Resolution No. 95—Presented by Central Labor Council, Fresno.

Whereas, The present procedure of the National Labor Relations Board is geared to assist employers in opposing and delaying representation elections. It isn't unusual for unions to have a majority to 100 per cent of employees in a place of employment signed up on union application or authorization cards, and upon petitioning for an election, management will demand a hearing which means forcing the Board in Washington, D. C., to make the final determination. In the meantime, through a change-over in help the union's position is weakened or destroyed; now, therefore, be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, go on record to institute a change in NLRB procedure that whenever a local union presents solid evidence such as a 30 per cent or more signup of employees in a place of employment, that the Board shall be ordered without further delay to proceed with holding the election within five days with or without the employer's consent.

Referred to Committee on Resolutions.
Adopted, p. 28.

Thirty-Hour Week Under FLSA

Resolution No. 96—Presented by Central Labor Council, Fresno.

Whereas, The fair labor standards of the commonly called Wage Hour Law or 40-hour week was passed by the United States Congress in 1938; now after the passing of 22 years it seems that the work week should be again reduced; and

Whereas, Considering the increase in population, young men and women from high schools and colleges entering the labor market, the life expectancy increase in older persons, automatic processes of production, the time has arrived to give consideration for a shorter work week; and

Whereas, Over the years reducing the work week has been the most successful and practical method devised by organized labor to spread jobs and provide necessary time for cultural pursuits for the members of organized labor as well as the unorganized; now, therefore, be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO shall go on record recommending to the Executive Council to institute necessary action before the U. S. Congress to the effect that the present 40-hour work week be reduced to 30 hours per week, and that not more than 7 hours per day shall constitute a work day without payment of overtime.

Referred to Committee on Resolutions.
Filed, p. 28. See Resolution No. 37.

Defeat State Water Bond Program

Resolution No. 97—Presented by Central Labor Council, Fresno.

Whereas, The California Labor Federation has long supported comprehensive development of our nation's water and power resources under terms of policies which protect the general welfare and promote orderly economic growth; and

Whereas, These Federation policies have included acreage limitation on irrigation water and public power preference on hydroelectric power; and

Whereas, These Federation policies have also included sound financial and engineering standards which assure the

public of sound realistic developments; and

Whereas, The proposed state water plan contained in State Ballot Proposition No. 1 carries none of these policy provisions long supported by this Federation; and

Whereas, This Federation in convention and by executive council action has repeatedly called for legislative action to attach such policies to Proposition 1; and

Whereas, These repeated requests by this Federation have been ignored; now, therefore, be it

Resolved, That the California Labor Federation assembled in its third convention go on record in opposition to Proposition 1, and urge all of its affiliated members to do likewise and work for the defeat of this unrealistic, unfair and vague proposition, so that we can move ahead next year on realistic and fair water-power plans.

Referred to Committee on Resolutions.
Filed, pp. 120-121. See Ballot Proposition No. 1.

Uniform 10-Day Pay Period

Resolution No. 98—Presented by Machinists No. 214, San Bernardino.

Whereas, The Santa Fe Railroad Co. follows twice a month pay periods for shop forces, based on 1st and 15th, inclusive, and 16th to the last day of the month, inclusive; and

Whereas, This makes pay days fall on uneven dates, most often not followed by a banking day; and

Whereas, It would simplify payroll procedures to have even pay periods, either 5 or 10 day, preferably 10 days; therefore be it

Resolved, That the third convention of the California Labor Federation go on record to carry to the state legislature the urgent request of our membership to take this to the state for a uniform pay period on a 10-day basis.

Referred to Committee on Legislation.
Non-concurred, p. 130.

Prohibit Tuition Fees in Adult Schools

Resolution No. 99—Presented by Los Angeles County Federation of Labor.

Whereas, The organized labor movement in the United States has throughout its history supported the concept of free public education; and

Whereas, In the past several years educators, community leaders and responsible government officials have urged increasing emphasis on educational opportunity and achievement for the preservation and further development of our form of society; and

Whereas, The Boards of Education of Los Angeles, San Diego, San Francisco, Fresno, Oakland and Palo Alto in recent actions have fixed tuition fees on a large percentage of courses offered in the adult high schools of these cities; and

Whereas, Experience has shown and logic supports the view that tuition fees are a serious burden and an impediment to maintaining and increasing school attendance, particularly for students in lower income groups; and

Whereas, California state law and the regulations of the local boards of education exempt particular categories from fees and discriminate against other categories by subjecting them to fees; and

Whereas, The imposition of the aforementioned fees constitutes double taxation for the students affected; therefore be it

Resolved, That the third convention of the California Labor Federation and its affiliated organizations will continue to give wholehearted and active support to the improvement and extension of our free public education system; and be it further

Resolved, That the California Labor Federation protests and opposes the imposition of fees on adult students by these boards of education and urges the rescinding of this action as being inimical to the best interests of the communities and the encouragement of students in the pursuit of educational advancement; and be it further

Resolved, That the California Labor Federation have legislation introduced prohibiting charging fees for adult education.

Referred to Committee on Legislation.
Adopted, pp. 130-131.

Transfer Certain Monies from U.I. Fund to U.D.I. Fund

Resolution No. 100—Presented by Los Angeles County Federation of Labor.

Whereas, Contributions from workers in the State of California have been increased to maintain a solvent fund for benefits for disabled workers; and

Whereas, The initial contributions from the workers of the State of California for the establishment of the Disability Insurance Fund constitute $103,243,115.85, which is

now being held in the Unemployment Insurance Account identified only as "otherwise available" to the Disability Insurance Fund; and

Whereas, If the Disability Insurance Fund continues at the present rate of payments, there will be approximately $40,000,000 left in the Fund as of December 31, 1960; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to have legislation enacted to transfer the above monies from the Unemployment Insurance Account to the Disability Insurance Account, where it rightfully belongs.

Referred to Committee on Legislation.
Filed, p. 135.

Transfer Interest on Certain Monies in U.I. Fund to U.D.I. Fund

Resolution No. 101—Presented by Los Angeles County Federation of Labor.

Whereas, The interest on the original contributions withheld from workers' wages to establish the Disabiilty Insurance Fund was approximately $33,011,453.01 as of March 31, 1960; and

Whereas, This sum is being held in the Unemployment Insurance Fund identified only as "otherwise available" to the Disability Insurance Fund; therefore be it

Resolved, That the third convention of the California Labor Federation instruct the legislative representative to take appropriate action to have the above mentioned interest and any other accrued interest transferred to the Disability Insurance Fund where it rightfully belongs.

Referred to Committee on Legislation.
Filed, p. 135.

Clarify U.D.I. Benefit Payments

Resolution No. 102—Presented by Los Angeles County Federation of Labor.

Whereas, Many disabled workers in the state of California who receive disability insurance benefits erroneously believe that these payments are paid from the Workmen's Compensation Fund; and

Whereas, Many of these disabled workers are led to believe that this is true by their employers; therefore be it

Resolved, That the third convention of the California Labor Federation instruct the legislative representatives to take appropriate steps to have the following stipulation imprinted on all disability insurance checks: "This is not payment of Workmen's Compensation Benefits."

Referred to Committee on Legislation.
Adopted as amended, p. 135.

Unemployment Insurance Amendment

Resolution No. 103—Presented by Los Angeles County Federation of Labor.

Whereas, The denial of benefits to many thousands of workers employed by the state, county, municipal governments, charitable organizations and agricultural workers covered by OASI is contrary to the intent and purpose of the Unemployment Insurance Code; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce an amendment to the California Unemployment Insurance Code to include the above mentioned workers under the Unemployment Insurance Act.

Referred to Committee on Legislation.
Adopted, p. 138.

Unemployment Insurance Amendment

Resolution No. 104—Presented by Los Angeles County Federation of Labor.

Whereas, The Disability Insurance Fund receives its revenue paid entirely by the workers of the state of California; and

Whereas, Claimants now receive a maximum weekly disability insurance payment of $65 per week; and

Whereas, This $65 represents approximately ⅔ of the average weekly wage; and

Whereas, An unemployed individual should have the same benefits as a disabled individual; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce legislation for increases in unemployment insurance benefits to a maximum of $65 per week.

Referred to Committee on Legislation.
Filed, p. 138. See Policy Statement IV.

Unemployment Insurance Amendment

Resolution No. 105—Presented by Los Angeles County Federation of Labor.

Whereas, Many employers are notorious for using Section 1032 to further decrease their unemployment tax charges by discharging or causing their employees to quit, thereby concealing what actually constitutes a lay-off due to lack of work; and

Whereas, This reprehensible behavior by the employers causes undue distress and hardship on workers and their families; therefore be it

Resolved, That the third convention of

the California Labor Federation instruct its legislative representatives to secure amendment of Section 1032 to provide no relief for an employer from reserve account charges where a discharge or quit occurs unless the job opened is filled within a five-day period following the termination.

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 106—Presented by Los Angeles County Federation of Labor.

Whereas, In the 1959 steel strike certain subsidiaries of U.S. Steel deceitfully withheld notice of layoff to many of their employees until the Taft-Hartley injunction was issued; and

Whereas, This device was used by said employers to force greater hardship and penalty on their striking employees, when, in fact, no work was available for them had a return to work occurred; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to secure amendment of Section 1085 U.I. Code to read: "(a) All his workers and their status, i.e., employed, on lay-off, or leave of absence;" and the amendment of Section 1089 to include the following sentence: "Each employer shall immediately notify each employee of any change in his relationship with said employer, and that such employer's notification shall be prima facia evidence of termination of employee relations."

Referred to Committee on Legislation.
Adopted as amended, p. 139.

Unemployment Insurance Amendment

Resolution No. 107—Presented by Los Angeles County Federation of Labor.

Whereas, The inclusion as wages of holiday, vacation and severance pay has been, by administrative decision, used to prevent claimant from drawing full compensation while unemployed; and

Whereas, This constitutes a violation of the principles of the State Unemployment Insurance Act; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to have introduced legislation amending Section 1252, California Unemployment Insurance Code to read that "holiday, vacation and severance pay accruing to an employee upon layoff is not to be considered as wages for the purposes of this section."

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 108—Presented by Los Angeles County Federation of Labor.

Whereas, The standard governing the California Department of Employment's rulings on the availability for work factor in the payment of benefits has been steadily increased by the pressure of the employer's lobby; and

Whereas, The availability factor has finally reached the punitive level that even when workers are not available for work a few hours in a week due to an act of God, or some other involuntary reason, they are denied benefits; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce legislation to establish a reasonable and fair regulation in respect to availability in the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 109—Presented by Los Angeles County Federation of Labor.

Whereas, The terms "refusal of suitable work" and "not available" are wholly unrelated and separate reasons for ineligibility for unemployment benefits; and

Whereas, The two are often used in conjunction in a fishing expedition to sustain a disqualification for one reason or the other; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to enact the necessary corrective amendments to Sections 1253 (c) and 1257 (b) which will prohibit the questionable practice of charging the claimant with violation of **both** these sections of the Code on the **same determination,** thereby placing his claim in double jeopardy.

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 110—Presented by Los Angeles County Federation of Labor.

Whereas, Section 1253 (d) requiring that a claimant serve a one-week waiting

period before becoming eligible for unemployment compensation benefits serves no valid purpose; and

Whereas, This waiting week causes undue and unnecessary hardship on a claimant contrary to the spirit and intent of the Unemployment Insurance Act; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to amend Section 1253 (d) of the California Unemployment Insurance Code to provide that any claimant who is eligible for and receives California State Unemployment Insurance for five consecutive weeks will be paid one additional regular weekly unemployment benefit, to compensate for the week waiting period which he was required to establish, at the beginning of his benefit year.

Referred to Committee on Legislation.
Filed, p. 139. See Policy Statement IV.

Unemployment Insurance Amendment

Resolution No. 111—Presented by Los Angeles County Federation of Labor.

Whereas, Section 1256 of the Code is utilized to unjustly penalize unemployment insurance claimants; and

Whereas, This has taken place because of the vague wording of this section and in particular the word "presumed"; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to amend Section 1256 by the addition of the following language: "An individual is conclusively presumed to have been discharged for reasons other than misconduct and not to have voluntarily quit unless the employer has given written notice setting forth sufficient facts regarding termination within the stipulated five day period."

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 112—Presented by Los Angeles County Federation of Labor.

Whereas, During the many years of operation of the California Unemployment Insurance Act, many employers have caused through their representatives denial of benefits to unemployed workers by the callous withholding of information to the Department of Employment; and

Whereas, Section 1257 already provides for extreme penalties for the claimant for similar acts; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to secure an addition to Section 1257 to provide penalties for employers for such misstatements or withholding of information by causing their reserve account to be charged from 2 to 10 times the weekly benefit due said claimant with successive violations to cause charges of 8 times said weekly benefit.

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 113—Presented by Los Angeles County Federation of Labor.

Whereas, The Department of Employment recognized the existence and acceptance by the United States and the state of California of bonafide labor organizations; and

Whereas, The Department of Employment has identified through Section 1259 (c) that "no work or employment is suitable" if an individual would be required to resign or refrain from joining a bonafide labor organization; and

Whereas, Conditions of being employed may include an adversity beyond requirements to join a company union or resignation from a bonafide labor organization, such as grievance and/or expulsion from the individual's union, which in effect is the identical resultant condition as resignation; now, therefore, be it

Resolved, That the third convention of the California Labor Federation instruct the legislative representatives to introduce legislation to amend Section 1259 (c) to read: "If as a condition of being or remaining employed, the individual would be required to join a company union or to violate the constitution and/or bylaws of the individual's union which could subject him to grievance and/or expulsion, or to resign or refrain from joining any bonafide labor organization."

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 114—Presented by Los Angeles County Federation of Labor.

Whereas, Section 1260 of the Code imposes an automatic five weeks penalty in cases of voluntary quit and cases of discharge for misconduct; and

Whereas, The loss of benefits for five

weeks, places the average worker and his family in an extremely difficult economic situation; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce an amendment of Section 1260 so that the present five weeks penalty is reduced to one to five weeks.

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 115—Presented by Los Angeles County Federation of Labor.

Whereas, Disqualification of claimants who have been denied work as a result of a trade dispute works a severe hardship on said claimants; and

Whereas, Major industrial states provide for compensation of people idled by strike; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce legislation to secure elimination of Section 1262 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Filed, p. 135. See Resolution No. 166.

Unemployment Insurance Amendment

Resolution No. 116—Presented by Los Angeles County Federation of Labor.

Whereas, Under present regulations of the California Department of Employment, a worker who has seniority and is in layoff status may be arbitrarily recalled for work by the employer shortly before a trade dispute is about to begin and denied unemployment benefits for refusing to cross a picket line; and

Whereas, The employers have been using this as a gimmick to chisel laid-off workers out of their unemployment benefits and to harass the unions; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce proper legislation to amend the California Unemployment Insurance Code to eliminate this unfair and abusive practice.

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 117—Presented by Los Angeles County Federation of Labor.

Whereas, It is an established principle of Anglo-American jurisprudence that the placing of an individual in double jeopardy is contrary to all tenets of human rights; and

Whereas, Section 1263 is used to place double penalties on claimants by exacting not only criminal, but administrative retribution; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to secure repeal of Section 1263 so as to provide for exaction of **not more than one** penalty for a Section 1257 (a) violation.

Referred to Committee on Legislation.
Adopted, p. 139.

Unemployment Insurance Amendment

Resolution No. 118—Presented by Los Angeles County Federation of Labor.

Whereas, Section 1277 was amended into the California Insurance Code a few years ago; and

Whereas, This section has deprived workers of unemployment benefits which they were formerly able to receive before it was enacted; and

Whereas, This provision constitutes one of the devices by which the employers have been emasculating and watering down the workers' rights under the California Unemployment Insurance Code; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce an amendment for the complete abolition of any restriction upon the use of "lag period wages" in filing a new claim when the benefit year on an old claim has expired.

Referred to Committee on Legislation.
Adopted, pp. 139-140.

Unemployment Insurance Amendment

Resolution No. 119—Presented by Los Angeles County Federation of Labor.

Whereas, Section 1264 takes away all unemployment insurance benefits from employees who quit their jobs to be married or who quit their jobs to move with their spouses, etc.; and

Whereas, This so-called domestic quit section of the Unemployment Insurance Code imposes harsh and extreme penalties upon employees who are guilty of nothing more than entering into, or maintaining the matrimonial state; therefore be it

Resolved, That the third convention of

the California Labor Federation instruct its legislative representatives to introduce an amendment for the complete abolition of Section 1264.

Referred to Committee on Legislation.
Adopted, p. 140.

Unemployment Insurance Amendment

Resolution No. 120—Presented by Los Angeles County Federation of Labor.

Whereas, Section 1279 of the California Unemployment Insurance Code restricts the amount of money which may be earned in excess of unemployment benefits to $12.00 in a benefit week; and

Whereas, This restriction deprives a worker of an opportunity to supplement his meager unemployment benefits by occasionally an odd job; and

Whereas, This $12.00 limitation has not kept pace with the times and the cost of living; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce an amendment of Section 1279 to raise the amount from $12.00 to at least $20.00.

Referred to Committee on Legislation.
Adopted, p. 140.

Unemployment Insurance Amendment

Resolution No. 121—Presented by Los Angeles County Federation of Labor.

Whereas, The purpose of unemployment insurance is to ease the burden of hardship on workers and their families who have lost their means of livelihood through no fault of their own; and

Whereas, Periodic loss of work is experienced by those workers who are least skilled and lowest paid; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce an amendment of Section 1280 (a) to provide that maximum benefits of $55 weekly be paid to workers earning $1000 or more in the highest quarter of their base period, the schedule of payments appearing as part of Section 1280 (a) to be rearranged so that the steps appearing in Column A are $20 instead of $30, and the minimum benefit appearing in Column B is $25.

Referred to Committee on Legislation.
Filed, p. 140. See Policy Statement IV.

Unemployment Insurance Amendment

Resolution No. 122—Presented by Los Angeles County Federation of Labor.

Whereas, The so-called 75 per cent rule places an additional qualification upon the minimum amount of wages needed to become eligible for unemployment insurance benefits; and

Whereas, This 75 per cent rule usually disqualifies those who need unemployment insurance benefits the most, that is, the workers in the lower income groups; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to introduce an amendment for the complete elimination of the so-called 75 per cent rule from Section 1281 (a) of the Code.

Referred to Committee on Legislation.
Adopted, p. 140.

Unemployment Insurance Amendment

Resolution No. 123—Presented by Los Angeles County Federation of Labor.

Whereas, Employers are notorious for filing protests in regard to payment of unemployment insurance benefits to claimants without real cause solely to delay payment of said benefits; and

Whereas, This reprehensible behavior by the employers causes undue distress and hardship on workers and their families; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to secure the addition of the following language in the Insurance Code: "Any employer appealing a decision pursuant to this section shall deliver to the Appeals Board at the same time a deposit in the amount of $25.00. The Board shall hold such deposit in separate account. If the decision being appealed is affirmed, such deposit shall be paid into the General Fund. If the decision appealed is overruled, such deposit shall be returned to the employer."

Referred to Committee on Legislation.
Adopted, p. 140.

Unemployment Insurance Amendment

Resolution No. 124—Presented by Los Angeles County Federation of Labor.

Whereas, Section 2627 (b) requiring that a claimant serve a seven day waiting period before becoming eligible for unemployment compensation disability benefits serves no valid purpose; and

Whereas, This waiting period causes undue and unnecessary hardship on a claimant contrary to the spirit and intent of the Unemployment Insurance Act; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to have introduced legislation to eliminate Section 2627 (b) from the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Filed, p. 140. See Policy Statement IV.

Unemployment Insurance Amendment

Resolution No. 125—Presented by Los Angeles County Federation of Labor.

Whereas, Section 2677 of the Unemployment Insurance Code presumes the disqualification of claimants for disability benefits where a disqualification has already been assessed under Section 1262 (which denies benefits to those claimants engaged in a trade dispute); and

Whereas, This presumption of "guilt" is contrary to the principles of Anglo-American Law; and

Whereas, This section causes undue distress to workers and their families, by forcing the sick or injured worker to bear the burden of truth at a time when he is physically incapacitated and unable to continue to provide for his family; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to secure the repeal of Section 2677 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 140.

Unemployment Insurance Amendment

Resolution No. 126—Presented by Los Angeles County Federation of Labor.

Whereas, The principle of extended unemployment compensation was recognized as an economic necessity by the 1959 California legislature; and

Whereas, We in the AFL-CIO have repeatedly called for an absolute extension of at least 13 weeks, making a total of 39 weeks unemployment insurance coverage; and

Whereas, The 1959 enacted extended duration coverage is still inadequate, particularly in view of the serious nationwide increase in chronic unemployment; therefore be it

Resolved, That in the event the California legislature fails in its next session to extend the basic UI benefit from 26 weeks to 39 weeks, that the third convention of the California Labor Federation instruct its legislative representatives to secure amendment of Section 3503 (e) to read: "Extended duration quarter" means a calendar quarter for which the extension ratio equals or exceeds 0.03." (0.03 would equal 3 per cent unemployed of total state work force.)

Referred to Committee on Legislation.
Adopted, p. 140.

Unemployment Insurance Amendment

Resolution No. 127—Presented by Los Angeles County Federation of Labor.

Whereas, Since the experience rating system for employer unemployment insurance tax charges went into effect in 1941, employers have insidiously twisted the law to evade their just payments; and

Whereas, The continued increase in chronic unemployment in California is in many aspects due to pernicious economic policies pursued and espoused by said employers, and is resulting in dangerous depletion of the unemployment insurance fund; and

Whereas, The additional 1.5 billion dollars that would have been paid by employers since 1941 had the original tax schedule remained in effect would alleviate the present problem; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to secure repeal of the experience rating system and a return to a more equitable system of taxation to adequately maintain the California unemployment insurance fund.

Referred to Committee on Legislation.
Adopted as amended, p. 140.

Unemployment Insurance Amendment

Resolution No. 128—Presented by Los Angeles County Federation of Labor.

Whereas, A basic purpose of California unemployment insurance legislation is to ease the burden of involuntary unemployment on the unemployed worker and his family; and

Whereas, Existing legislation does not provide for the relating of benefit rates to the cost of necessities of life for the various family sizes, and makes no distinction between an unemployed single person and the unemployed breadwinner for a family; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representatives to secure additions to the State Code to provide for dependency benefits as presently are enacted into the Michigan Unemployment

Insurance Act or a minimum of $5.00 additional added to the weekly benefits for each dependent up to five.

Referred to Committee on Legislation.
Adopted, p. 140.

Unemployment Insurance Amendment

Resolution No. 129—Presented by Los Angeles County Federation of Labor.

Whereas, Women workers in California are an increasingly large proportion of the labor force; and

Whereas, Women lose time from their jobs and so lose all income from a cause which does not affect men, and which is not covered by disability insurance, namely, pregnancy; and

Whereas, Pregnancy presents the same physical causes for inability to work as were meant to be covered by state disability insurance; now, therefore, be it

Resolved, That the third convention of the California State Labor Federation, AFL-CIO, introduce legislation for an extension of the disability insurance law to cover pregnancy for a medically reasonable length of time.

Referred to Committee on Legislation.
Adopted, p. 135.

Strengthen Law Against Discrimination in Housing

Resolution No. 130—Presented by Los Angeles County Federation of Labor.

Whereas, Discrimination in the sale and rental of housing based on race, color, religion, national origin or ancestry is acute and widespread in California; and

Whereas, Such discrimination deprives the individual of the fundamental civil right to choose a place to live in accordance with his preference and means, denies him the opportunity to be judged on the basis of personal worth, and violates the essential dignity of the human spirit; and

Whereas, Housing discrimination restricts hundreds of thousands of minority group families to narrowly circumscribed locations—resulting in overcrowding, inferior accommodations, the bidding up of rent and purchase costs attendant on short supply and high demand, and countless other disadvantages, humiliations, and inhibitions; and

Whereas, Discrimination and segregation in housing is systematically and deliberately maintained by the practices of persons in the housing industry—including many real estate brokers, builders, lenders, renters; therefore be it

Resolved, That this third convention of the California Labor Federation instruct the officers to take any necessary action to bring about the enactment of state legislation for expanding the present fair housing law to:

1. Prohibit discrimination based on race, color, religion, national origin or ancestry in the sale or rental of all housing by persons in the housing industry;
2. Provide for enforcement through administrative procedures similar to those used by the California Fair Employment Practices Commission against employment discrimination;
3. Require the suspension or revocation of state licenses granted to individuals who engage in any phase of the housing industry when it is determined that such licensees persist in the unethical practice of racial discrimination.

Referred to Committee on Legislation.
Adopted, p. 55.

Housing for the Elderly

Resolution No. 131—Presented by Los Angeles County Federation of Labor.

Whereas, There is in the state of California 1,250,000 people who have reached the age of 65 years or older; and

Whereas, There exists in the state of California an acute shortage of safe and sanitary dwelling accommodations for elderly people of low income, which has resulted in thousands of our senior citizens being denied adequate housing at rents they can afford to pay; and

Whereas, Many of these elderly people are being displaced from their place of shelter by reason of the freeway and community redevelopment programs throughout the state; and

Whereas, The number of elderly people in the state is rapidly increasing and unless emergency steps are immediately taken to provide additional housing which meets their needs, this shortage of shelter will constitute a grave menace to the health, safety and welfare of the citizens of the state; and

Whereas, The basic problem of providing adequate housing for the elderly of the state results from the disparity between the cost of such adequate housing and the ability of low income elderly peo-

ple to pay for it, and for this reason the problem cannot be solved without some government assistance; and

Whereas, Safe and sanitary housing for all its citizens is primarily the responsibility of the state. The states of New York and Massachusetts have recognized this responsibility and have enacted legislation providing financial assistance to aid their elderly citizens in securing safe, sanitary shelter; and

Whereas, There was introduced in the last session of the legislature by Senators Hugh M. Burns, Randolph Collier and Richard Richards, Senate Constitutional Amendment No. 10 and Senate Bill No. 802, designed to alleviate said housing shortage to some extent; now, therefore, be it

Resolved, That the third convention of the California Labor Federation endorse Senate Bill No. 802 and Constitutional Amendment No. 10; and be it further

Resolved, That copies of this resolution be forwarded to Senators Hugh M. Burns, Randolph Collier and Richard Richards.

Referred to Committee on Resolutions.
Adopted as amended, p. 108.

Workers' Education

Resolution No. 132—Presented by Los Angeles County Federation of Labor.

Whereas, In this complex society, labor has responsibilities both to its membership and to the community, state, and nation; and

Whereas, In keeping with the best tradition of Democracy, it is essential that union members be able to effectively fulfill their organizational and civic responsibilities; and

Whereas, The vast majority of union members are comprised of men and women who have, because of economic necessity, been compelled to leave school at an early age in order to earn their livelihood; and

Whereas, The state of California and the labor organizations of this state have the additional task of assimilating and integrating the many thousands of workers who annually migrate into California, many of whom are new to urban, industrial or organizational responsibilities; and

Whereas, The Los Angeles County Federation of Labor, fully cognizant of the problems and of the urgent need for a program of education for the members, has worked jointly with the Liberal Arts Department of University Extension to pioneer in developing a new program of higher education along broad social, political and cultural lines; and

Whereas, The Liberal Arts for Labor Program has been developed specifically for union members and officers to meet these important social and civic needs; and

Whereas, This program, because it brings to union members a program of higher education which enables them to more effectively fulfill their roles as citizens and union members, has not only stimulated tremendous interest in education but has and is succeeding each term in attracting more unions to participate in this program; and

Whereas, During the years of 1957-58 the Los Angeles County labor movement assisted and participated in the development of a large number of effective workers' education and leadership training programs with Los Angeles State College through a labor coordinator of this institution; and

Whereas, Subsequent to 1958 Los Angeles State College has not employed a full time administrative officer to coordinate labor education and leadership training programs, therefore the Los Angeles State College programs no longer exist; and

Whereas, Employment of a staff representative to coordinate such activities would revive and again offer these opportunities ot union members; and

Whereas, There is a need for such programs to be made available to all other areas in California, and possibly involve other educational institutions; and

Whereas, The state of California has established precedents for special educational needs for specific groups, to wit, agriculture, real estate, etc., which are now subsidized by the state through the educational budgets and allocation of special funds; now, therefore, be it

Resolved, That the third convention of the California Labor Federation instruct its officers to take appropriate action to influence the Governor, the University of California, the State Board of Education, and any other departments involved, and the State Legislature, to provide appropriate budgets for the following:

1. Provide, in the 1961-62 budgets for specific funds to establish labor education programs in the social, economic and cultural areas needed in every city and community.

2. That these programs be developed for and directed to the members of organized labor.

3. Provide funds for specialized administrative staff and other personel necessary for the effective development of a workers' education and leadership training program at all state colleges.

Referred to Committee on Resolutions.
Adopted as amended, pp. 108-109.

Comprehensive Vocational Rehabilitation Program

Resolution No. 133 — Presented by Los Angeles County Federation of Labor.

Whereas, There is on the statute books of the State of California an Act titled, California Vocational Rehabilitation Act, administered by the Bureau of Vocational Rehabilitation, State Department of Education; and

Whereas, Vocational Rehabilitation is defined as any service necessary to render a disabled person fit to engage in a renumerative occupation, creating or recreating earning capacity; and

Whereas, The Vocational Rehabilitiation program in the state of California is totally inadequate to serve the needs of people deserving of vocational rehabilitation; therefore be it

Resolved, That the third convention of the California Labor Federaton instruct its legislative representatives to introduce legislation to create a comprehensive vocational rehabilitation program to include, but not limited to, the following:

(1) Medical examination in every case, to determine the extent of disability, to discover possible hidden or secondary disabilities to determine work capacity and to determine eligibility,

(2) Individual counsel and guidance in every case, to help the disabled person select and attain the right job objective.

(3) Medical, surgical, psychiatric and hospital care, as needed, to remove or reduce the disability.

(4) Artificial appliances such as limbs, hearing aids, trusses, braces, et cetera to increase work ability.

(5) Training for the right job, where required, in schools, colleges, on the job, in the plant, by tutor, or otherwise.

(6) Maintenance and transportation for the disabled person, if necessary, while they are undergoing treatment or training.

(7) Occupational tools and equipment as necessary.

(8) Placement on the right job within the disabled person's physical or mental capacity and one for which he has been thoroughly prepared.

(9) Follow-up after placement, to make sure the rehabilitated person and his employer are satisfied.

(10) Provide a liaison person between California Rehabilitation administrative body and organized labor.

Referred to Committee on Legislation.
Adopted as amended, p. 142.

Automobile Insurance

Resolution No. 134 — Presented by Los Angeles County Federation of Labor.

Whereas, Present California law (enacted with the support of the insurance industry) renders it virtually impossible for the ordinary citizen who owns an automobile to do without automobile insurance; and

Whereas, The automobile insurance industry is thus vested with a public interest; and

Whereas, Automobile insurance rates have risen in recent years, and the insurance industry has established a "point" system to steeply increase rates for persons they consider greater than average risks; and

Whereas, Insurance industry practices frequently make it more difficult for automobile insurance applicants in particular racial, occupational, geographic areas, or age groups, to obtain insurance, without regard to the merits of the case of the individual applicant within the group; and

Whereas, Automobile insurance applicants are often arbitrarily refused coverage by insurance companies, and are compelled to obtain insurance through the California Automobile Insurance Assigned Risk Plan with a resultant 15% surcharge over standard rates; and

Whereas, The insurance industry establishes rates, fixes procedures and determines the insurability of automobile insurance applicants without effective public regulation; therefore be it

Resolved, That this third convention of the California Labor Federation calls upon the California state legislature to conduct a broad investigation of the automobile insurance industry, including rate-fixing procedures and practices related to determining the insurability of applicants; and be it further

Resolved, That the officers be instructed to introduce and work for state legislation and administrative regulations by the Department of Insurance of the State of California to:

1. Reduce the surcharge on rates paid by persons compelled to obtain insurance through the California Automobile Insurance Assigned Risk Plan;

2. Establish uniform standards under which individuals, on the basis of their personal records, may be assigned to the Assigned Risk Plan, to prevent arbitrary action by insurance companies;

3. Regulate auto insurance rates;

4. Safeguard the right of all persons to receive the services of insurance agents and other persons licensed by the state to engage in the business of insurance;

5. Prohibit discrimination in automobile insurance practices on the basis of race, age, occupation and similar factors, and require the writing of insurance on the basis of the personal record of the individual insurance applicant;

6. Provide for appropriate state machinery and procedures to review complaints of unsatisfactory treatment or violation of regulations promulgated under the above proposals.

Referred to Committee on Legislation.
Adopted, p. 131.

Strengthen Law on "Right-to-be-Served"

Resolution No. 135 — Presented by Los Angeles County Federation of Labor.

Whereas, Present California law declares that the "right-to-be-served" is a civil right; and

Whereas, This law prohibits discrimination on the basis of race, color, religion, ancestry and national origin in the providing of services, facilities, or accommodations by "busines establishments of every kind whatsoever"; and

Whereas, This law is in harmony with labor's basic philosophy of equal rights and opportunities for all, and the brotherhood of man; and

Whereas, This law provides for enforcement only through a suit for damages by the aggrieved individual; therefore be it

Resolved, That the third convention of the California Labor Federation instruct the officers to take any necessary action to bring about legislation to strengthen the present law prohibiting discrimination in services, accommodations or facilities in business enterprises by providing for administrative enforcement and preventive court action in addition to damages.

Referred to Committee on Legislation.
Adopted, p. 55.

Workmen's Compensation Amendment

Resolution No. 136 — Presented by Los Angeles County Federation of Labor.

Whereas, Labor Code Section 4652, "Waiting Period," under Article III, Disability Payments of the Workmen's Compensation and Insurance Code, now requires a seven (7) day waiting period before an industrially injured worker is eligible for disability payments; and

Whereas, A seven (7) day waiting period creates a hardship upon the injured worker and his dependents; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representative to achieve the elimination of the seven (7) day waiting period.

Referred to Committee on Legislation.
Filed, p. 142. See Policy Statement VI.

Workmen's Compensation Amendment

Resolution No. 137 — Presented by Los Angeles County Federation of Labor.

Whereas, Labor Code Section 4601, "Physician Change, etc.," under Article II, Medical and Hospital Treatment of the Workmen's Compensation and Insurance Code now allows a fourteen (14) day period of time for a submission of a panel of three (3) competent physicians when requested by the injured worker; and

Whereas, This period of fourteen (14) days often results in serious complications; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representative to have this section amended to read seven (7) days instead of the present fourteen (14) days.

Referred to Committee on Legislation.
Adopted, p. 142.

Workmen's Compensation Amendment

Resolution No. 138 — Presented by Los Angeles County Federation of Labor.

Whereas, Labor Code Section 4050 "Request or Order for Examination" under Chapter VII, Medical Examinations of the Workmen's Compensation and Insurance Code provides medical care by employer; and

Whereas, It is vitally important that in-

dustrially injured workers have a right to a free choice of physician to examine and treat them for the industrial injury; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representative to seek amendment of the California Workmen's Compensation Code to provide for a free choice of physician for medical care for industrially injured workers; and be it further

Resolved, That "free choice of medical care" for industrially injured workers be one of the prime objectives of organized labor and its representatives at the next legislative session of the state legislature.

Referred to Committee on Legislation.
Adopted, p. 142.

Workmen's Compensation Amendment

Resolution No. 139 — Presented by Los Angeles County Federation of Labor.

Whereas, Labor Code Section 4553 "Same Employer" under Article I, General Provisions of the Workmen's Compensation and Insurance Code, now provides specifically named management representatives held responsible in **serious and willful misconduct** cases; and

Whereas, It is common practice in industry that safety and safety orders are the responsibility of a Safety Engineer; now, therefore, be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representative to have included the title of Safety Engineer in paragraphs A, B, and C of Section 4553, "Same Employer."

Referred to Committee on Legislation.
Adopted, p. 142.

Workmen's Compensation Amendment

Resolution No. 140 — Presented by Los Angeles County Federation of Labor.

Whereas, Existing legislation under the Workmen's Compensation and Insurance Code does not provide for the relating of benefit rates to the cost of necessities of life for the various family sizes, and makes no distinction between an industrially injured single person and the industrially injured breadwinner of the family; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representative to introduce amendment for an additional five ($5.00) dollars per week, to be added to the temporary disability compensation benefits of the industrially injured worker for a child under the age of eighteen years, or over that age but physically or mentally incapacitated from earning, upon the parent with whom he is living at the time of the injury of the parent or for whose maintenance the parent was legally liable at the time of the injury.

Referred to Committee on Legislation.
Adopted, p. 142.

Workmen's Compensation Amendment

Resolution No. 141 — Presented by Los Angeles County Federation of Labor.

Whereas, The Workmen's Compensation and Insurance Code of the Labor Code now provides for 65% of the average weekly earnings for temporary and permanent disability benefits; and

Whereas, The injured worker is already penalized 5% of his average weekly earnings in reality, making the 65% actually 60%; therefore be it

Resolved, That the third convention of the California Labor Federation instruct its legislative representative to have amended the sections covering temporary and permanent disability benefits computation to read 75% of the average weekly earnings.

Referred to Committee on Legislation.
Adopted as amended, p. 142.

Nation-wide Unemployment Disability Insurance

Resolution No. 142 — Presented by Los Angeles County Federation of Labor.

Whereas, The Federal Social Security Act, and the federal unemployment tax, has, through its initiative, constructive progress and foresight, been the guiding and creative force which resulted in individual state unemployment insurance acts; and

Whereas, The resultant state unemployment insurance acts, in conformity with federal statute, have performed exemplary service to millions of working men and women through their social, economic and remedial aspects; and

Whereas, This program, by its very existence has prevented economic chaos, financial distress and maintained the dignity of the unemployed citizen who might otherwise have had to resort to charity; and

Whereas, One of the basic purposes of these acts is the alleviation of financial difficulties to the unemployed who are

unemployed through no fault of their own; and

Whereas, Illness and disability are unemployment factors over which the individual has no control and in addition to pain and misery are a tremendous financial burden not only in the costs of medical and hospital expenses but in the loss of earnings vitally needed for the every day living needs; and

Whereas, There are already in existence state disability unemployment insurance acts in four states of the Union which have tremendously helped the economic stability and relieved untold suffering to the temporarily sick and disabled unemployed through this program; and

Whereas, Disability unemployment insurance is a definite need and safeguard for all the working men and women of the entire country, regardless of what state they happen to be working or residing in; and

Whereas, Such a nation-wide program obviously should be initiated from the Congress of the United States, amply fortified with the marked success and progress of the disability program now in effect in California, New York, Illinois and Rhode Island; now, therefore, be it

Resolved, That the third convention of the California Labor Federation urgently request of the American Federation of Labor and Congress of Industrial Organizations to draft an appropriate resolution calling upon the Congress of the United States for legislation requiring the enactment of disability unemployment insurance programs, in conformity with federal statutes, for all of the states of the Union; and be it further

Resolved, That the National AFL-CIO call upon the political parties to utilize the need of such legislation as a formidable plank in the political platform for the coming election.

Referred to Committee on Resolutions.
Adopted as amended, p. 68.

Suport Community Chest, United Crusade and Other Federated Fund-Raising Drives

Resolution No. 143 — Presented by Los Angeles County Federation of Labor.

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 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 availablity 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 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 third convention of the California Labor Federation, AFL-CIO, 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 federated fund-raising campaigns.

Referred to Committee on Resolutions.
Adopted p. 123.

Jurisdictional Raids by Certain So-Called Independent Unions

Resolution No. 144 — Presented by Los Angeles County Federation of Labor.

Whereas, Jurisdictional raids by certain so-caled "independent unions" on plants organized by AFL-CIO affiliated unions are disrupting collective bargaining and promoting industrial strife; and

Whereas, Raids by some independent unions such as the United Electrical, Radio and Machine Workers (UE) and District 50 of United Mine Workers (UMW) are increasing, and affecting more and

more AFL-CIO unions in the Los Angeles County area; and

Whereas, These raiding and harassing tactics force the AFL-CIO unions concerned to divert substantial sums of money, time and effort to fighting off these disruptive programs, and protecting the established AFL-CIO jurisdiction; and

Whereas, This money, time and effort would otherwise have been used for the benefit of the AFL-CIO union members concerned; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to mobilize all-out opposition to any and all jurisdictional raids by these so-called "independent unions" such as the UE, District 50 of the UMW, affecting established AFL-CIO jurisdictions; and be it further

Resolved, That the California Labor Federation call upon AFL-CIO unions throughout the state to join together in a concerted program to combat the UE, UMW, and other independent unions who attempt to raid established AFL-CIO jurisdictions.

Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 133.

Program to Combat Juvenile Delinquency

Resolution No. 145 — Presented by Los Angeles County Federation of Labor.

Whereas, Organized labor has been subjected to much adverse publicity perpetuated by the monied anti-union forces; and

Whereas, Organized labor must wage an all out campaign periodically to defeat these anti-union forces when they are able to have placed on state ballots so-called "right to work" laws; and

Whereas, It would be to the advantage for organized labor to become associated with a truly public service project and create a feeling of genuine good will in the eyes of every tax paying citizen and every thinking parent in these United States; and

Whereas, Such a project has been developed by the American Guild of Variety Artists, The City of New York, and New York Central Trades & Labor Council in their fight to combat juvenile delinquency; and

Whereas, Since 1950 crime has increased three times as fast as the population, substantiated by FBI reports that the majority of all major crimes today are committed by persons under 21 years of age; and

Whereas, Today, in this country, there are over 1,700,000 children with delinquency records. This number excludes those excused because of position or age, those put into unofficial custody, those not yet caught; and

Whereas, Financially, it represents an annual expenditure of between $175 and $200 million dollars by the federal government. This burden is paid by all citizens, by all corporate entities; and

Whereas, In the State of California the cost of prevention alone amounts to millions of dollars each year. Yet the compilation of juvenile delinquency statistics become more tedious, the figures continue to grow like the little bodies responsible for them. Ethically, it represents an absurd waste of the most fundamental of all our resources . . . the ambition and dignity of youth. This is our most flagrant loss; and

Whereas, Each of the youngsters mentioned in these statistics and those that will make next year's figures, is the product of environment for which he is not responsible. Sociologists cite urban readjustment, parental separation, loss of identity in crowded areas, misguided values, close association with crime, poverty, and racial minority discrimination as the prevailing causes. In essence, they represent a loss of identification. There is little love or direction. The children feel unwanted, most are; and

Whereas, An understanding of, and sympathy with, this problem brought about the formation of the jointly sponsored City of New York Youth Board, American Guild of Variety Artists, and New York City Central Trades and Labor Council AFL-CIO Juvenile Delinquency Program; and

Whereas, This program presents professional shows with star talent to youngsters in troubled areas throughout the city. The purpose is to provide examples and outlets for the teenagers. This is but the first step. The incentive to perform created by these shows is kindled again and again by professional instructors who provide the second and actually the most important phase of the program; and

Whereas, These professional talents visit the schools, community centers and city supported lounges where shows are being presented and offer personalized instruction in the theatrical arts. They teach puppetry, dancing, magic, harmonica and other musical instruments, singing, acrobatics, juggling, pantomime, and ventriloquism, etc.; and

Whereas, Each program culminates in a show organized by the instructors, performance by the kids. The sound of applause becomes a lifetime possession. It must be emphasized how great is the impression made upon these youngsters as a result of the opportunity to see famous talents come to them, perform for them, talk to them on their own level, no lecture, no talking down, no sympathy. Respect is apparent on both sides. The kids are made to feel wanted, and an incentive to emulate is created; and

Whereas, American Guild of Variety Artists is representing such stars as Joey Adams, Louis Armstrong, Eddie Fisher, Tony Bennett, Jackie Robinson, Ritz Bros., Donald O'Connor, and a host of others, who are and will be part of this Juvenile Delinquency Program; and

Whereas, Sponsoring this type of program, the California Labor Federation-AFL-CIO will derive benefits in many ways, untold public relations benefits, such as continued positive exposure through both the local and national press, plus other media as the program grows and expands. Local and state wide personal relations in problem areas will be improved by speaking to the youth who shortly will be the major consumers of this state, as well as union members, to their parents, and to social workers and teachers; and

Whereas, The juvenile of today will be the adult of tomorrow and they will be better prepared for the labor market and society in general; therefore be it

Resolved, That this, the third convention of the California Labor Federation, AFL-CIO meeting in Sacramento August 15 thru 19 inclusive, 1960, go on record as endorsing such a project and instructing its officers and executive board members to appoint a committee to investigate the feasibility and advantages of sponsoring this activity on behalf of the California Labor Federation-AFL-CIO; and be it further

Resolved, That the officers and executive board members be empowered to initiate this program if and when they have received favorable recommendation from the appointed committee.

Referred to Committee on Resolutions.
Filed, p. 122. See Resolution No. 254.

Outlaw Importation of Strikebreakers

Resolution No. 146 — Presented by Los Angeles County Federation of Labor.

Whereas, The Portland newspaper strike is proof positive that many employers solicit, recruit and import professional scabs and strikebreakers to disrupt collective bargaining, promote industrial strife, and seek to destroy legitimate trade unions; and

Whereas, The Portland newspapers did not miss a single issue during the strike because of the publishers pre-planned program of forcing strike action, and using strikebreakers imported in advance from all over the United States, ready to go to work the minute picket lines were established; and

Whereas, Use of these professional, imported strikebreakers in labor disputes is financed by such management gimmicks as "strike insurance" or "profit splitting," promoted by such employer groups as the American Newspaper Publishers Assn., the trucking industry, and the air transportation industry; and

Whereas, Such strikebreaking union-busting activities threaten each and every union, make a mockery of collective bargaining by substituting industrial warfare for industrial peace, and if unchecked could destroy or severely hamper the organized labor movement; now, therefore, be it

Resolved, That the third convention of the California Labor Federation be instructed to have legislation introduced in the next session of the California legislature, which would:

(1) Make it unlawful to recruit, procure, supply, import or refer any person for employment in place of an employee involved in a labor dispute.

(2) Make it unlawful to employ any person who customarily and repeatedly offers himself for employment in the place of employees involved in a labor dispute, or to employ any person who is recruited, procured, supplied or referred for employment by any person, partnership, corporation not directly involved.

(3) Make it unlawful for any person, who customarily and repeatedly offers himself for employment in labor disputes, to take or offer to take the place of employees involved in the labor dispute.

(4) Make it unlawful for parties to a labor dispute to contract or arrange with others to recruit, import, procure, supply or refer persons for employment in place of employees involved in a labor dispute.

(5) Make is unlawful to recruit, solicit, or advertise for employees or refer persons for employment, without notice in

the advertisement that there is a labor dispute, and that employment offered is in place of employees involved; and be it further

Resolved, That such legislation provide that violation of points 1-2-3-4 shall be considered a felony, punishable by fine or imprisonment, or both, at the discretion of the court, and that violations of Section 5 shall be considered a misdemeanor, punishable by fine or imprisonment, or both, at the discretion of the court.

Referred to Committee on Legislation.
Filed, p. 113. See Resolution No. 1.

Industrial Safety Law to Protect Employee Operating Dangerous Equipment

Resolution No. 147 — Presented by Los Angeles County Federation of Labor.

Whereas, California laws have no provisions prohibiting an employer from requiring or permitting an employee to work alone in a plant when operating dangerous machinery; and

Whereas, Employees have suffered injuries and have been caught in machinery while working alone in a plant on dangerous machinery; and

Whereas, Such instances, employees caught in a machine or suffering extreme injury have remained alone in the plant for several hours without receiving attention; and

Whereas, The laws of some other states prohibit persons from working alone in a plant where a safety hazard exists or there is a possibility of a dangerous injury; and

Whereas, Permitting a person to work alone in a plant under such circumstances is a violation of the objects and principles of industrial safety as outlined by the state of California; now, therefore, be it

Resolved, That the third convention of the California Labor Federation introduce legislation at the next session of the California legislature prohibiting companies from requiring or permitting an employee to work alone in any plant when operating dangerous machinery or where the possibility of a serious or fatal injury exists.

Referred to Committee on Legislation.
Adopted, p. 57.

Support Organization of State Employees

Resolution No. 148—Presented by State Employees No. 361, Los Angeles.

Whereas, There are more than one hundred thousand persons employed by the state of California in the operations of state government; and

Whereas, The interests of state employees can best be served by labor organizations solely devoted to representation of public employees yet affiliated with the strength and purposes of the American Federation of Labor-Congress of Industrial Organizations; and

Whereas, State employees are becoming increasingly aware of the historic support by labor of programs of Social Security and retirement benefits more broadly conceived than present limited programs now granted to state employees; and

Whereas, It has been demonstrated in the past that government employees acting through their affiliated unions can give effective expression to the causes of organized labor far in excess of that which would be expected from groups of similar size; and

Whereas, It is particularly timely to offer the benefits of affiliation during 1960-61 while state employees are concerned over current inequities in wages and benefits, and while the state government is under the administration of Governor Edmund G. Brown, who, in speaking to the Third Constitutional Convention of the AFL-CIO at San Francisco in 1959, urged that labor be more active in bringing knowledge of the American labor movement to potential members; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention assembled at Sacramento, California, August 15 to 19, 1960, endorse the following program:

(1) Provide support to a sustained drive to bring knowledge of the effectiveness of organization to those state employees who now seek better representation;

(2) Assist existing affiliated unions and locals in their efforts to expand membership by making available full time organizing personnel, with adequate operating funds and quarters;

(3) Express endorsement of the general purposes of reorganization among state employees by communicating the favorable views of the representatives of organized labor throughout California to responsible persons in the administrative and legislative branches of the state government.

Referred to Committee on Resolutions.
Filed, p. 124. See Resolution No. 10.

Support Sears, Roebuck Boycott

Resolution No. 149 — Presented by San Francisco Labor Council.

Whereas, Sears, Roebuck & Co., on or shortly after May 25th, fired 262 employees in its four San Francisco locations, solely because, as loyal principled union members, they had honored the properly sanctioned picket line of Production Machinists, Lodge 1327; and

Whereas, In living up to their union principles, these Sears employees had relied on the company's pledge, embodied in signed contracts with their unions, that the refusal to cross a sanctioned picket line would not constitute a violation of their agreement; and on Sears' pledge that it would not discriminate against an employee because of union membership or union activity. In these same agreements, too, Sears had agreed to respect its employees' seniority and had pledged its best efforts to maintain harmonious relations with the unions of its employees; and

Whereas, Sears had further agreed in these union contracts that disputes arising under them would be submitted to specified grievance procedures, culminating in arbitration if no agreement were otherwise reached; and

Whereas, In firing these 262 union members, Sears ignored its pledge that it would not discriminate against union members or union activity; it ignored its pledge that it would not consider refusal to cross a picket line a violation of the agreement; it ignored the seniority of the employees it fired, though their service with the company stretched back as far as 19 years; it ignored its pledge to maintain harmonious relations with the unions of its employees; and

Whereas, Sears' conduct culminated in a refusal to submit the dispute to arbitration as required by the grievance procedure in its contract with the unions of the discharged employees. To this date, Sears has continued to ignore the unions' demands for arbitration and has forced them to sue in court for the rights clearly due them under their contracts with Sears; and the courts have now upheld this contention and directed Sears immediately to arbitrate the discharges; and

Whereas, In its dealings with the Machinists, Sears repeatedly denied this local union an effective voice in fixing its working conditions by using the transparent device of so-called "company policy," dictated by a faceless employer 2,000 miles away; and

Whereas, Company representatives insisted they could not discuss union security because company policy from Chicago dictated an open shop; Sears would not discuss improvements in the Health and Welfare Plan because this, too, was determined in Chicago; and Sears insisted it would bargain for only one location at a time, t h o u g h Machinists' members worked in at least two; and

Whereas, The impact of Sears' conduct toward the Machinists is effectively to deny any local union dealing with a national firm the full fruits of organization and collective bargaining which are guaranteed by federal law; and

Whereas, Sears' actions against the employees who respected the Machinists' picket lines is equally unjust and reprehensible, for it renders meaningless both the letter and the spirit of the contract safeguards which have been negotiated during nearly twenty years the company has done business in San Francisco; and

Whereas, Sears' actions go even beyond this by cutting a pattern which, if it were to be followed in other industries and by other employers, would be destructive of established union rights and agreements and ultimately of union-negotiated living standards, working conditions and benefits, for Sears' actions are aimed at the very heart of the labor movement; and

Whereas, Unity is the strength of the labor movement, the concern and support of one unionist by another the core of that strength; yet, Sears would destroy that unity by threatening those who act by it with reprisal, discharge, the loss of substantial job rights and of the job itself; and

Whereas, The labor movement can be sure that other employers and employer associations are watching closely to see whether Sears can smash labor's unity by these devices; and

Whereas, An angry and indignant labor movement, led by the San Francisco Labor Council, has launched a consumer boycott of Sears, Roebuck & Co. out of the conviction that the company's actions in San Francisco are aimed at the elimination of its employees' unions, and that they are part and parcel of its longstanding antagonism to unions and to fair and responsible collective bargaining in many parts of the nation; and

Whereas, The Labor Council took this action only after consultation with all unions involved, and after an appeal to the company to correct the damage it had done to fair and responsible labor relations; and

Whereas, Throughout the state and the

nation, the Labor Council's call for a boycott on Sears, Roebuck & Co. has been met with a vigorous and still growing response; from Hawaii's shore to the East Coast, local unions, central labor and craft councils, state federations and international unions have recognized the injustice and the danger implicit in Sears' actions and have given wide publicity and support in innumerable ways to the consumer boycott; now, therefore, be it

Resolved, That the California Labor Federation, in convention assembled, expresses its firm support of the San Francisco Labor Council's boycott on Sears, Roebuck & Co.; and be it further

Resolved, That this convention urges its delegates, and directs its officers, to cooperate in publicizing and extending the Sears boycott and in raising the funds to carry it to a successful conclusion; and be it finally

Resolved, That this convention urges all unionists, their families and their friends to withhold their patronage from Sears, Roebuck & Co. wherever it does business until such a time as the company reinstates, with full rights and adequate recompense, the employees it discharged; reestablishes good faith collective bargaining; ends its attack on its employees' unions and on the right of its employees to organize and bargain collectively without discrimination or reprisal.

Referred to Committee on Resolutions.
Adopted as amended, p. 132.

Eliminate Exclusion of Non-Profit Hospitals and Institutions from Unemployment Insurance Code

Resolution No. 150 — Presented by Hospital and Industrial Workers No. 250, San Francisco.

Whereas, The California Unemployment Insurance Code excludes so-called nonprofit hospitals and institutions from coverage, thus depriving thousands of California workers from the vital benefits of unemployment and disability insurance; and

Whereas, The discriminatory exclusion of these workers in hospitals, sanitariums and rest homes is unfair and leads to serious hardships for these poorly paid employees; therefore be it

Resolved, That the 1960 convention of the California Labor Federation reaffirm its policy to eliminate the exclusion of non-profit hospitals and institutions from the California Unemployment Insurance Code and that its legislative program should include this provision, so that hospital and institutional workers receive the full protection of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, pp. 140-141.

Peaceful Adjustment of Disputes Involving Hospital and Institutional Employees

Resolution No. 151 — Presented by Hospital and Industrial Workers No. 250, San Francisco.

Whereas, Hospital and institutional services are essential to the public health and safety, and the settlement of industrial disputes which threaten substantial interruption of such services is therefore affected with a public interest; and

Whereas, The adjustment of differences concerning wages, hours and working conditions which might lead to such disputes can best be accomplished by collective bargaining between hospital and institutional employers and the accredited representatives of their employees; but the intervention of government may become necessary to protect the public health and safety whenever an industrial dispute which has not been settled by collective bargaining threatens an immediate and substantial interruption of hospital or institutional services; therefore be it

Resolved, That the 1960 convention of the California Labor Federation instruct its legislative representatives to introduce and support amendments to the Labor Code which will:

(1) Place primary responsibility upon hospital and institutional employers and the accredited representatives of their employees for the avoidance of any interruption in hospital and institutional services resulting from differences concerning wages, hours or other conditions of employment;

(2) Provide procedures for the peaceful determination of collective bargaining representatives in an appropriate bargaining unit;

(3) Provide procedures for the peaceful adjustment of disputes concerning wages, hours, or other conditions of employment if such adjustment is not accomplished by direct collective bargaining.

Referred to Committee on Legislation.
Adopted, p. 56.

Retain Six Per Cent Differential for Pacific Coast Shipyards

Resolution No. 152—Presented by Ship-

yard and Marine Shop Laborers No. 886, Oakland.

Whereas, For many years the Pacific Coast shipyards have been deprived of a fair share of new ship construction, much of it being financed by the United States government; and

Whereas, The Merchant Marine Act of 1936 was passed by Congress allowing a 6% differential to Pacific Coast yards, enabling them to bid more competitively against Eastern or Gulf Coast yards, and resulting in some contracts being allocated to the Pacific Coast; and

Whereas, During the years 1959 and 1960, Congressmen from the Eastern and Gulf Coasts have introduced bills to eliminate the 6% differential on new ship construction; and

Whereas, If these bills were passed, it would virtually eliminate Pacific Coast yards from competitive bidding and result in a serious decrease in employment of skilled and semi-skilled workers; and

Whereas, The loss of these workers to other industries would cause a grave problem within the shipyards on the Pacific Coast; now, therefore, be it

Resolved, That the California Labor Federation, assembled in convention in Sacramento, California on August 15, 1960, go on record to oppose any bills introduced in the next session of Congress which would eliminate the 6% differential now allowed to Pacific Coast shipyards.

Referred to Committee on Resolutions.
Adopted, p. 123.

Oppose Scrapping of Surplus and Obsolete U. S. Ships in Foreign Lands

Resolution No. 153—Presented by Shipyard and Marine Shop Laborers No. 886, Oakland.

Whereas, The scrapping of surplus and obsolete ships constructed during the period of World War II is now a necessity in order to utilize the steel for other purposes; and

Whereas, Over one thousand of these vessels are now in the lay-up fleet, owned by the government of the United States, and are being sold to private firms for the purpose of scrapping; and

Whereas, Many of the firms who purchase these ships are sending them to foreign lands, Japan in particular, to be scrapped with cheap labor with the ultimate sale of the steel to Japan; and

Whereas, This procedure deprives the workers of America of the wages that could be earned during the scrapping operation, and also the steel worker in making usable steel from the scrap; now, therefore, be it

Resolved, That the California Labor Federation, assembled in convention in Sacramento, California on August 15, 1960, go on record to oppose this procedure and register a strong protest with the Congress of the United States, the Maritime Commission, the Bureau of Ships, the Navy Department, and the President of the United States.

Referred to Committee on Resolutions.
Adopted, p. 123.

Increase Time Limitations in Industrial Accident Commission Cases

Resolution No. 154 — Presented by District Council of Carpenters, Los Angeles.

Whereas, Under the present Workmen's Compensation Law there is a five-year statute of limitations on the filing of new claims; and

Whereas, There is a limitation under the present Workmen's Compensation Law upon the Industrial Accident Commission's legal authority to act in cases once five years has passed from the date of injury; and

Whereas, There is a legal limitation on the payment of temporary disability benefits once 240 weeks has passed since the date of injury; and

Whereas, These legal limitations are unrealistic and work hardship upon the injured workmen; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to seek to have the 1961 legislature amend the Workmen's Compensation Act so as to provide for a ten year statute of limitations in industrial injury cases, and further provide that the Industrial Accident Commission's jurisdiction to act in injury cases shall be extended to ten years, and further provide for the extension of the maximum period in which temporary disability payments may be made to a period ten years following the date of injury.

Referred to Committee on Legislation.
Adopted as amended, p. 142.

Free Choice of Doctors in Workmen's Compensation

Resolution No. 155—Presented by District Council of Carpenters, Los Angeles; Auto Workers No. 887, Los Angeles.

Whereas, Under the California Workmen's Compensation Act the worker who is injured in an industrial accident is required to submit to medical treatment by doctors and physicians furnished and controlled and directed by the insurance carriers and the employers; and

Whereas, This has resulted in a system whereby industrially injured workers do not receive adequate and correct treatment and often have difficulty in securing any treatment at all for their industrial injuries and further results in a situation wherein the industrial doctors are dependent upon the insurance carriers for their livelihood and subject to the control of the insurance carriers and employers in the manner in which they treat the injured worker and in the type of treatment they render; and

Whereas, There has been a great deal of dissatisfaction expressed and developed on the part of organized labor and its members against the present system of medical care as provided for by the Workmen's Compensation Act of this state; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, as an important and primary part of its legislative program, go on record to seek to secure such changes as are necessary in the 1961 session of the legislature as will permit the worker who is injured in an industrial accident free choice of physicians on the treatment of his industrial injury at the expense of the insurance carrier or the employer; and be it further

Resolved, That the free choice of physicians which is sought on behalf of industrially injured workers by this resolution be subject to no controls on the part of the insurance carrier or the employer other than such rights as shall be vested by the legislature in the Industrial Accident Commission to control the circumstances under which workers may go to doctors for treatment for industrial injury, the rates at which doctors must perform services for treatment of the industrial injury and the determination of which doctors are qualified to treat industrially injured cases or particular types of industrially injured cases.

Referred to Committee on Legislation.
Adopted, p. 142.

Speedy Handling of Industrial Accident Cases

Resolution No. 156 — Presented by District Council of Carpenters, Los Angeles.

Whereas, It was originally intended that under the Workmen's Compensation Act benefits should be speedily paid to injured workmen and with a minimum of legal procedures and red tape; and

Whereas, Over the years since the passage of the Workmen's Compensation Act of 1917 there has been an increasing tendency on the part of the insurance carriers and employers to prolong proceedings, increase the amount of litigation and impose red tape and unnecessary legal delays in order to prevent injured workmen from collecting benefits they are entitled to under the law; and

Whereas, It is to the best interests of organized labor and its members that the claims of injured workmen be handled speedily and with a minimum of red tape and legality; now, therefore, be it

Resolved, That the third convention of the California Labor Federation reiterate its position that the proceedings before the Industrial Accident Commission should be as simple and as speedy as possible under the law, and resist any efforts on the part of insurance carriers, employers or any other groups to bring greater formality, more complex legal proceedings or more red tape and delay into Industrial Accident Commission proceedings.

Referred to Committee on Resolutions.
Adopted, p. 69.

Workmen's Compensation Benefits

Resolution No. 157 — Presented by District Council of Carpenters, Los Angeles.

Whereas, The 1959 state legislature made substantial increases in Workmen's Compensation benefits; and

Whereas, These substantial increases in Workmen's Compensation benefits brought the compensation rates to a level closer with the original intent of the law which was to pay injured workers 65% of their gross earnings during periods of disability; and

Whereas, Statistics show that approximately only 60% of injured workers receive 65% of their earnings during periods of disability while a large group of higher paid workers are deprived of the full benefit of the Workmen's Compensation Act because of the $65.00 ceiling imposed on temporary disability benefits; and

Whereas, Permanent disability and life pension and death benefits were also in-

creased by the 1959 legislature but these benefits still are not adequate enough to compensate workers and their dependents for losses due to industrial injury in an era of increasingly higher wages and costs of living; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to seek as part of its legislative program in the 1961 legislature to increase Workmen's Compensation benefits to new higher levels as follows:

(a) For temporary disability the maximum limit should be established at $100 per week during periods of temporary disability.

(b) The outmoded formula as provided in the present law of paying the injured worker 65% of 95% of his actual earnings should be discarded and a new formula should be established to pay the worker 70% of his actual gross earnings during periods of disability.

(c) Permanent disability payments should be increased from the present maximum level of $52.50 for each week of permanent disability to a $75.00 maximum weekly benefit for permanent disability.

(d) Present death benefits should be raised from the maximum level of $20,500.00 for a widow and one or more dependents to $30,000.00. An effort should be made to have the legislature change the concept of death benefits from one of a fixed amount payment to a new method of payment of death benefits to surviving dependents during periods of dependency in order to replace the earnings of the deceased bread-winner. Greater death benefits should be paid in cases where there are more surviving dependents such as children than in other cases where the surviving dependents are limited to a widow and no children.

(e) Life pension benefits should be increased by 50% in each classification.

Referred to Committee on Legislation.
Filed, pp. 142-143. See Policy Statement VI.

State Subsidy Program for Probation Officers

Resolution No. 158 — Presented by Probation Officers No. 685, Los Angeles.

Whereas, There are more than 85,000 juvenile and adult persons on probation in the state of California; and

Whereas, The probation system in the state of California is of major importance in effective control of crime and delinquency; and

Whereas, The probation system is administered on a county level with great variation in standards and effectiveness; and

Whereas, It is in the public interest that probation be administered on a uniformly high level in the state of California; and

Whereas, To accomplish this result, it is necessary that standards of education, experience and salaries be established; and

Whereas, This can best be accomplished through a state subsidy program; therefore be it

Resolved, That the third convention of the California Labor Federation recommends to the Governor and the state legislature that a state subsidy program for probation officers be initiated in which a salary subsidy is made available to the counties p r o v i d e d they meet suitable standards of education, experience and salaries in the employment of probation officers.

Referred to Committee on Resolutions.
Adopted, p. 77.

Workmen's Compensation Amendment

Resolution No. 159—Presented by California State Council of Lumber and Sawmill Workers.

Whereas, Workmen's compensation insurance carriers are depriving members of benefits by denying liability where the member suffers a strain arising out of employment without an external injury; and

Whereas, Such insurance carriers are claiming that certain disabilities are the result of normal bodily movement and activity and are therefore not compensable; and

Whereas, These denials of liability compel our members to file claims with the Industrial Accident Commission and obtain decision before benefits are provided; and

Whereas, These delays create unwarranted costs to the member and unnecessary delay in his receipt of benefits; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to have prepared and introduced into the next regular legislative session of the California legislature appropriate legislation to amend the workmen's compensation laws to accomplish the aims and objectives of this resolution; and be it further

Resolved, That copies of this resolution

be sent to Mr. John F. Henning, Director, California State Department of Industrial Relations, Mr. S. W. MacDonald, Chairman, Industrial Accident Commission, and to Governor Edmund G. Brown.

Referred to Committee on Legislation.
Adopted, p. 143.

Support the Forand Bill

Resolution No. 160—Presented by California State Council of Lumber and Sawmill Workers.

Whereas, Congress will be considering the Forand Bill to provide minimum hospital and surgical benefits for retired employes under the Social Security Act; and

Whereas, Under the circumstances of modern life caring for our retired people is one of our most important and perplexing problems; and

Whereas, The large majority of older people in this country do not have hospital and surgical insurance; and

Whereas, Due to the skyrocketing cost of hospital and medical care and the increased medical needs of the aged and their low annual income, benefits must be provided through federal legislation; and

Whereas, The Industrial Welfare Commission study indicates a single working woman needs $2,257.74 annually to maintain living standards adequate for proper health and welfare; and

Whereas, The average social security benefits for widows of retirement age is about $650.00 annually and the benefits for the average worker retiring under social security is about $866.00 annually; now, therefore, be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, reaffirm its support of the Forand Bill; and be it further

Resolved, That copies of this resolution be sent to Brother George Meany, President of the American Federation of Labor-Congress of Industrial Organizations, and to all California Congressmen, requesting their active support of this measure.

Referred to Committee on Resolutions.
Filed, p. 76. See Resolution No. 39.

Medical Care Costs

Resolution No. 161—Presented by California State Council of Lumber and Sawmill Workers.

Whereas, The medical care costs for members of unions under negotiated trust plans have been increasing at an ever-rapidly increasing rate; and

Whereas, The medical care costs have reached a point of community concern to the extent that the California state legislature appointed an interim committee to investigate the rising cost of medical care; and

Whereas, The payment of ever-increasing medical care costs is a burden on the employers who make the contributions and a burden on the employees who are required to subtract such costs from otherwise wage increases and also to pay the additional medical charges over and above the benefits payable under the plans; and

Whereas, Reasonable medical costs including hospital costs are not subject to criticism and reasonable increases in cost are also not subject to criticism but we reject the sharp increase in cost over and above reasonable care which has been encountered on a wide basis; and

Whereas, The employers, the unions and the public are concerned with unnecessary costs; now, therefore, be it

Resolved, By this third convention of the California Labor Federation, AFL-CIO, that all effort be made in support of the State Legislative Interim Committee on Medical Care Costs, and that our organization lend its assistance to this committee in pursuance of an objective of establishing reasonable medical care costs and controlling unreasonable medical and hospital costs.

Referred to Committee on Resolutions.
Adopted, p. 77.

Pay Days Every Other Week

Resolution No. 162—Presented by Railway Carmen No. 842, San Bernardino.

Whereas, Pay days are made twice a month; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that payment be made every other week not later than the last work day in the second week.

Referred to Committee on Resolutions.
Filed, p. 134.

Compensation for Jury Duty

Resolution No. 163—Presented by Railway Carmen No. 842, San Bernardino.

Whereas, There is no provision for jury duty payment; therefore be it

Resolved, That the third convention of the California Labor Federation go on

record that all employes called for jury duty be compensated at their regular rate of pay by their employer.

Referred to Committee on Resolutions.
Filed, p. 134.

Vote NO on Proposition 15

Resolution No. 164 — Presented by San Francisco Labor Council and Alameda County Labor Council.

Whereas, California voters must decide to support or oppose Proposition 15, a measure to reapportion the State Senate on an arbitrary basis, dividing the state permanently and artificially by a line drawn on a map, above and below which twenty Senators must be chosen; and

Whereas, Proposition 15 does not apportion the State Senate on either a population or a geographic basis and is apt to create sectional bitterness and suspicion; and

Whereas, Continued progress of state government requires that great problems be solved in an atmosphere of harmony and inter-regional trust; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention assembled in Sacramento, California this August 15, 1960 strongly opposes Proposition 15 and urges all members and friends of organized labor to vote NO on Proposition 15 on the November 7 ballot.

Referred to Committee on Resolutions.
Filed, p. 122. See Ballot Propositions.

Support Legislation for Equal Opportunity and Social Justice for All

Resolution No. 165—Presented by Steelworkers No. 1440, Pittsburg.

Whereas, The labor movement is founded upon the principle of human brotherhood; and

Whereas, Large numbers of our American citizens, because of race, creed, color or national origin, are still denied full citizenship rights in many sections of our country, and most recently the lunch counter situation in the South; and

Whereas, This injustice constitutes a threat to our society, our unions and our principles of democracy and equality for all; and

Whereas, Prejudice of any kind cannot be tolerated by freedom-loving Americans; therefore be it

Resolved, That the third convention of the California Labor Federation go on record to strongly support the passage of further necessary legislation on the state and national level, that will provide equal opportunity and social justice for all; and be it further

Resolved, That we urge our members to act with good will in their hearts and understanding in their minds, to work in their unions and communities for the elimination of injustice and a society free of hate and fear.

Referred to Committee on Legislation.
Adopted, p. 55.

Unemployment Insurance During Lengthy Strikes

Resolution No. 166—Presented by Steelworkers No. 1440, Pittsburg.

Whereas, The United Steelworkers of America have just recently settled the longest strike in their history; and

Whereas, The steelworkers and their families suffered many hardships, lost their homes, automobiles, furniture and other necessities of life because of very little financial assistance; and

Whereas, Many of our members would have been able to save their homes, furniture, automobiles, et cetera, if they had been able to secure financial help over and above that provided by the union; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to prevail upon our legislators in the state of California to introduce legislation in the next session of the legislature, to change the present law on unemployment insurance to read that employees idled by a strike at their principal place of employment will be eligible for unemployment benefits after being on strike for six weeks; and be it further

Resolved, That this AFL-CIO convention go on record in favor of this resolution.

Referred to Committee on Legislation.
Adopted as amended, p. 135.

Aid to Distressed Industries

Resolution No. 167—Presented by Boilermakers No. 6, San Francisco.

Whereas, Unemployment today, two years after the 1958 recession, continues to distress millions of American workers, involving at least 5½% of the work force; and

Whereas, This condition, instead of abating, gives every indication of worsen-

ing, due to the continuous impact of various long range forces such as mechanization, speedup, automation, a million youngsters yearly entering the labor market, the ruin of marginal family farmers driving them also into competition for jobs, and the investment of American capital abroad harvesting untaxed super profits by employing workers in other countries at much lower wage scales, thus throwing hundreds of thousands of American wage-earners out of jobs as has happened, to give the most flagrant example, in the building of over 120 oil tankers in Japanese and other foreign yards for Standard Oil and other American companies; and

Whereas, AFL-CIO President Meany, noting the above normal rise of an additional million unemployed from May to June, described this big jump in joblessless as "frightening" and has called for government measures to spur economic growth and jobs, including updating the 40 hour week standard to provide for a 35 hour week; and

Whereas, David J. McDonald of the Steelworkers' Union, embracing workers engaged in a key industry again experiencing tremendous unemployment, has stressed the need for amending the Fair Labor Standards Act to reduce the legal work week to 32 hours; and

Whereas, Here in California unemployment last month jumped to 39% above that for June 1959, to 325,000 registered unemployed or 91,000 higher than a year ago; and

Whereas, The life saving amendments to the unemployment compensation statutes of California achieved by our California Federation in the spring of 1959, especially the one requiring unemployment insurance benefits to be paid an additional 13 weeks whenever the number of unemployed reaches 6% of the California work force, have not been entirely successful in pinpointing the specific industries undergoing depression, so that while some industries enjoyed relatively full employment, others have as many as 30% out of work, and this not alone due to seasonal causes; and

Whereas, This stubborn excessive unemployment in some industries persists simultaneously with a less than 6% rate for California industry as a whole; therefore be it

Resolved, That the third convention of the California Labor Federation go on record to work for the enactment of additional corrective legislation that will focus specific measures of aid, by decision of the State Industrial Commission, after consultative hearings, to any and all industries in which the number of unemployed reaches, over and above the seasonal amounts, 10% of the work force, even when the total number of unemployed is less than 6% in the state as a whole; and be it further

Resolved, That the main specific measure to be instituted shall be that reduction of the work week, without loss in total pay, that will suffice to absorb the unemployed in the affected industry — and which shall in no case be less than 32 hours or more than 36 hours; this measure to be taken promptly after a hearing called by the State Industrial Commission as soon as unemployment touches 10%, the said hearing to afford both employers and unions an opportunity to present the facts and opinions on the situation; and be it further

Resolved, That a second measure to be considered by the State Industrial Commission at the above mentioned hearings shall be the earlier retirement, when applicable, of workers between the ages of 55 and 65, engaged in the depressed industry, at 80% of their regular rate of pay until either social security benefits or unemployment in another industry supersedes this corrective step; and be it further

Resolved, That the agencies concerned with counselling and placing of job applicants be coordinated with education for jobs in industry to enable older workers left jobless by technical advances, as well as untrained youth, to procure employment; and be it further

Resolved, That where all of the above measures fail to reduce the number of unemployed in a depressed industry to below 10% of the work force engaged in that industry, the unemployment compensation benefit period be extended to the maximum of 39 weeks, or as much longer as the State Industrial Commission shall determine as necessary at a consultative hearing with representatives of unions and employers; and be it further

Resolved, That the California Labor Federation execute a comprehensive study of all measures and policies currently pursued, not only in the U. S., but in all countries where the problems of readaptation for unemployed workers are being grappled with, paying special attention to:

(1) Retraining programs.

(2) Moving allowances.

(3) Unemployment compensation during readjustment periods.

(4) Bringing in new industries.

(5) Programs for overall economic expansion and full employment.

(6) Special provisions in collective bargaining contracts for maintaining workers' incomes and training them for new jobs.

(7) Shortening the work week.

(8) Earlier retirement.

(9) Longer vacations.

Make available to all affiliated unions publications on the results of this research.

Referred to Committee on Legislation. Adopted as amended, p. 131.

Increase Shipbuilding in Private Yards of California

Resolution No. 168—Presented by Boilermakers No. 6, San Francisco.

Whereas, The private shipbuilding and ship repair industry in California, despite an occasional flurry of activity, and notwithstanding the laudable efforts of many unions, councils, the Governor's Committee and Congressman Shelley's unstinted labor in organizing the western states' Congressmen for increased shipbuilding to the West Coast, despite all this fine work on the part of unions, business, and political leaders, the ship yards continue in the doldrums. California employment in this all important industry hovers around 12,000 craftsmen and helpers. San Francisco Bay area yards alone had close to 200,000 workers at the end of World War II. The ways that launched the gigantic armada that defeated Hitlerism and Japanese imperialism, are now bereft of hulls. The Coast that sprang to greatness with the Argonauts in those wonderful clipperships in our pioneering days, now looks across the Pacific Basin teeming with awakening nations and burgeoning commerce, to behold, with loathing and contempt, American Oil Companies eager for profits coined from low wage scales, building 120 tankers in Japan; midsections of tankers being towed from the Mitsubishi Ship Yard in Yokohama all the way to Alameda to be joined to bow and stern sections becoming a complete tanker competing in domestic trade. To paraphrase the poet Oliver Goldsmith:

Ill fares the land, to hastening woes a prey
Where profits are preferred to ships on the way
Where men whose craft launched fleets to victory
Now must beg shipwork to keep from penury.

and

Whereas, Even more effort, especially of the grass roots pressure variety, is required to achieve a breakthrough in establishing the full and stable shipbuilding employment compatible not only with California's glorious past but with its present needs, especially the need of an exploding population for jobs, the need to maintain a maritime industry second to none, more for the peaceful pursuit of Pacific Basin Commerce than for defense contingencies, which could the more easily arise if our economic prowess as represented by our own peaceful commercial shipping and shipbuilding were prevented from attaining their maximum rate of growth; and

Whereas, The Northwest has recently indicated a successful line of attack on the problem, in the revival of the building of tuna clipper ships, secured through the activity of Congressman Thor C. Tollefson in getting Congress to appropriate $7,500,000 in construction subsidies to offset the disadvantage of domestic tuna fisherman competing with low cost Japanese imports; and

Whereas, We were recently furnished with another clue to renewing shipbuilding that would simultaneously assist in the rapid transit solution of traffic congestion by the Finance Director of the State of California, Mr. John Carr, in his advocacy of fast ferries featuring the hydrofoil principles. These ferries were recently described in the **Boilermaker's Journal** as capable of transporting from 150 to 250 passengers at average speeds of 45 to 50 miles per hour; they are already in use between Sicily and mainland Italy, on Lake Maracaibo in Venezuela, in the Virgin Islands, and on the Volga River in Russia; and

Whereas, Other metropolitan areas on the East Coast and European ports have many municipal and community services performed for them by vessels and barges of all types such as waterfront firefighters, sludgevessels, railroad ferries and recreation excursion ships in addition to passenger ferries; therefore be it

Resolved, That the third convention of the California Labor Federation take the following actions to help restore stablization and growth to shipbuilding and ship repair:

(1) Sponsor, while Congress is still in

session and before the November election, port shipbuilding conferences to be called in each of the major port areas in California to which not only all previously or currently active organizations and individuals will be invited but also those representatives of the civic bodies in each metropolitan bay area whose citizens could be expected to benefit from an expanded shipbuilding backlog program that could supply those communities not only with jobs but with essential services, feasible both from economic and engineering standpoints.

The main purpose of these conferences should be the awakening of maximum enterprise and resourcefulness in both private and public bodies, in each port, and statewide, in handling, by ship, wherever practicable, the essential functions of passengers and freight transport in all their variety, as indicated by the aforementioned examples.

A second objective should be the roughing in of an outline of any requisite legislation that could be advocated in Washington by our California representatives.

(2) Send a letter immediately upon the conclusion of these shipbuilding promotion conferences to every registered voter in the state stressing not only the value of stimulating our own shipbuilding from the standpoint of jobs and supplying community services but the urgent imperative need that every Californian write to Washington on the legislation projected by the port and statewide conferences.

(3) Contact State Senator Randolph Collier of Yreka, head of the State Senate's Committee on Transportation, and request a hearing that will air not only the feasibility of hydrofoil copies for rapid transit, but all other economically and technically possible transfers to handling by ship of functions now performed by other modes that are running into difficulty whether conducted by private or public institutions.

(4) Stimulate the same grass roots response in Sacramento as put forth for the Washington legislative activity — getting all citizens to participate in their own behalf as regards full employment and improved community services.

(5) Set up a shipbuilding promotion committee that will energetically prosecute these activities in behalf of the California Labor Federation.

Referred to Committee on Resolutions.
Non-concurred, pp. 123-124.

Sponsor Youth's Useful Projects (YUP)

Resolution No. 169—Presented by Boilermakers No. 6, San Francisco.

Whereas, The Labor Department in Washington has pointed out that most of the rise in unemployment from 4.9% to 5.5% of the work force was due to a large increase in the number of young people seeking jobs for the first time; and

Whereas, In California this was signified in the 39% jump in unemployment in June up to 325,000; and

Whereas, As pointed out by Mr. Seymour Wolfbein in the Labor Department's report this jobless youth situation is a "harbinger" of a still larger number of youngsters who will seek jobs in the years ahead, because of the big crop of babies born since World War II; and

Whereas, To illustrate, the number of 18-year-olds rose from 2.3 million in mid 1958 to 2.6 million now, will be 2.9 million next year, and in 1965 will hit 3.8 million; and

Whereas, The proliferation of idle job-seeking youngsters has great elements of danger for the future of our country, not alone from the standpoint of joblessness and increased delinquency, but from the historical consideration that an army of unemployed youth could be, in their frustration, in their search for a scapegoat, and in their anger, manipulated to serve the anti-labor purposes of a Hitlerian demagogue or a would be post-Hitlerian fuehrer. We have several such stomping around the country now; and

Whereas, The New Deal with its CCC helped give the unemployed youth in its time a job at useful work; and

Whereas, Senator Humphrey and others have advocated the revival of the CCC to give jobs to young people; and

Whereas, San Francisco with its work creation projects has already embarked on a program of employing the young and student jobless on useful projects in the parks and elsewhere; and

Whereas, Even a perfunctory visit to any National or State Park in this state discloses an enormous backlog of useful projects that could be prosecuted to serve our rapidly growing population with adequate public recreational facilities; and

Whereas, Many other public facilities show the need for renewed attention due either to their complete neglect or the meager and picayune appropriations set aside for them; therefore be it

Resolved, That the third convention of

the California Labor Federation sponsor the creation of a YUP that will not only give the young people jobs but serve the country's resources in recreation and people in a most useful and beneficial manner; and be it further

Resolved, That the California Labor Federation urge the creation of this YUP not only in Washington but in Sacramento where we can expect to move a little faster in this direction; and be it further

Resolved, That the California Labor Federation ask every central labor council to do two things:

(1) Set up committees at the Labor Temples or union office center in each town where the young people will be invited to come and be given the best availabl information by union representatives on opportunities for employment, opportunities for apprenticeship, scholarships, and job counselling. And engage the youths in labor's efforts to promote more jobs through maximum growth economy, a shorter work week, earlier retirement of older workers, as well as a YUP organization.

(2) Make a list of all worthwhile projects that could be performed in each area by young people under the guidance of an organization similar either to the San Francisco work creation setup or the YUP herein proposed.

Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 123.

Ban Issuance of Anti-Labor Injunctions

Resolution No. 170—Presented by Boilermakers No. 6, San Francisco.

Whereas, In the wake of the reactionary climate of the Landrum-Griffin Bill, the use of injunctions against legitimate activity of labor unions has increased alarmingly; and

Whereas, In this state we have witnessed the use of the injunction against the legitimate picket lines of Machinists and Retail Clerks in the Sears Roebuck, San Francisco stores, resulting not only in the loss of bargaining effectiveness for the Machinists, but the firing by Sears of 262 workers — clerks, machinists, and building maintenance union members — the most arrogant and flagrant mass firing in the history of California labor-management relations; and

Whereas, In the Lockheed strike the judge in an indecent haste issued an injunction limiting the Machinist's picket lines, reducing their effectiveness and helping the company flaunt the unions' collective bargaining proposals; and

Whereas, In the current organizing campaign of AWOC the judge issued an injunction without a fair hearing that compelled the State Director of Employment, Mr. Perluss, to send strikebreakers across AWOC picket lines, thus siding in with DiGiorgio and other corporation farms that have multiplied their past strikebreaking manifold in a brutal attempt to defeat the most militant campaign since the 30's to secure a decent wage and collective bargaining benefits for the people who produce our food, slaving in the broiling hot sun in the fields; therefore be it

Resolved, That the third convention of the California Labor Federation demand that the Governor and the state legislature push for the passage of legislation that will once and for all ban the issuance by lower court judges of any injunction against a trade or labor union, conducting legitimate organizing or picketing; and be it further

Resolved, That this legislation embody the principle that no injunction be granted by any court, lower or higher, without fair and adequate hearing to both sides to the dispute and with the right of appeal and stay of enforcement of injunction until the appeal has been heard and decided.

Referred to Committee on Legislation.
Adopted, p. 131.

Require Contractors' Financial Ability Bonds

Resolution No. 171—Presented by Carpenters No. 1622, Hayward.

Whereas, Members of the building trades have performed services and have not received compensation or wages for the services they have performed due to the financial irresponsibility of employer-contractors; and

Whereas, Certain contractors have overextended their finances with the result that checks which have been issued to building trades employees for services performed have not been honored; and

Whereas, In good faith, building trades employees have cashed these checks and later found them to be non-negotiable because of insufficient funds of employer-contractors, and said employees have had to make good these checks or be sued personally by third parties for the amount of said checks; and

Whereas, The State Labor Commissioner's good offices cannot expedite the

payment of funds when there is little or no money available to honor these checks or obtain payment for services rendered; and

Whereas, As a result thereby, the employees in the building trades have been the ones to suffer for the actions of an imprudent and financially irresponsible employer-contractor; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be enacted requiring that each building contractor deposit with the Registrar of Contractors' Licenses and/or Department of Industrial Relations, Division of Labor Law Enforcement, cash or a financial responsibility bond in an amount not less than his estimated payroll for his building trades employes for the 30-day period, which fund is to be used to honor wage claims, health and welfare and pension contributions, payment to vacation funds and all state and federal taxes of employees of a defaulting employer-contractor within 30 days of receipt of notice from an employee who has received a wage check which has not been honored because of insufficient funds or who has not been paid for services rendered. Evidence of such bond shall be presented to the Registrar of Contractors' Licenses and/or Department of Industrial Relations, Division of Labor Law Enforcement yearly, and the failure to have such a bond shall be cause for the revocation of license, and shall be a misdemeanor, punishable by fine or imprisonment in the county jail for not more than six months, or both.

Referred to Committee on Legislation.
Filed, p. 41. See Resolution No. 23.

Protest Non-Union Teachers Working Where Strike Is In Progress

Resolution No. 172 — Presented by Carpenters No. 1622, Hayward.

Whereas, The teaching profession has long enjoyed the respect and admiration of the general public; and

Whereas, The future of our children depends to a very large degree on the moral, as well as mental qualifications of our teachers; and

Whereas, The teachers' attitude and their interpretation of the rights of a free people are conveyed to our children by both word of mouth and actions; and

Whereas, Certain members of the teaching profession, not affiliated with the AFL-CIO, have seen fit to secure employment from employers where a labor dispute is in progress; and

Whereas, These self-centered, immoral few are, by their actions, bringing shame and disgrace to the entire teaching profession; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, instruct their officers to file an immediate and vigorous protest with all appropriate departments, to immediately take action to correct this deplorable situation.

Referred to Committee on Resolutions.
Adopted, p. 134.

Create Teacher Placement Agency in Department of Employment

Resolution No. 173 — Presented by Teachers No. 61, San Francisco.

Whereas, The continued growth in the population of California has created an increasing demand for qualified teachers; and

Whereas, Teachers seeking employment in California are forced to rely on the placement services of a company union type teachers' organization, or on private employment agencies; all of which charge fees; therefore be it

Resolved, That the third convention of the California Labor Federation adopt a position in support of the creation of a teacher placement agency, within the California Department of Employment, and instruct the Federation's legislative representative to support legislation designed to accomplish this purpose.

Referred to Committee on Legislation.
Adopted, p. 130.

Holidays Falling on Saturdays To Be Observed on Fridays

Resolution No. 174 — Presented by Southern California Council of Public Employees No. 20, Los Angeles.

Whereas, Saturday is a non-work day for most state, county and municipal employees; and

Whereas, The Government Code states the holidays that are to be observed by public agencies; and

Whereas, State, county and municipal employees are granted the holidays as stated in the Government Code; and

Whereas, Should such a holiday fall on a Saturday, employees are then deprived of the holiday; therefore be it

Resolved, That the third convention of

the California Labor Federation go on record as follows: that if a holiday falls on Saturday, that it be observed on the Friday before the holiday; and be it further

Resolved, That this proposal be included in the California Labor Federation's legislative program.

Referred to Committee on Legislation.
Adopted, p. 131.

Freezing Disability and Unemployment Benefits

Resolution No. 175—Presented by State Building and Construction Trades Council of California.

Whereas, Under present law it is possible for an individual to lose his rights to disability or unemployment insurance claims through no fault on the part of said individual; and

Whereas, This situation arises particularly when an individual suffers an industrial injury causing disability for which he recovers Workmen's Compensation benefits, and later, upon returning to work, becomes ill or loses his employment thereby leaving said individual with insufficient earnings during his qualifying period to entitle him to disability or unemployment insurance benefits; and

Whereas, Legislation is required to protect the rights of such an individual; now, therefore, be it

Resolved, That the third convention of the California Labor Federation is in favor of legislation which would result in freezing disability and unemployment benefits for at least one year following said injury so that an employee will not lose his right to receive payments because of his inability to qualify for such benefits as the result of said industrial injury; and be it further

Resolved, That we take steps to inform our representatives in the legislature of our views and desires in this connection.

Referred to Committee on Legislation.
Adopted, p. 141.

Sanitary Facilities on Construction Jobs

Resolution No. 176—Presented by State Building and Construction Trades Council of California.

Whereas, Section 5416 of the Health and Safety Code of the State of California requires sanitary facilities on construction job sites; and

Whereas, The regulation of chemical toilet facilities under this section are inadequate in that they do not control many factors in the use of these facilities; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to sponsor legislation to cover the following:

(1) Privies shall be kept clean and in good repair and be furnished with an adequate supply of toilet paper and seat covers.

(2) Privies shall be well ventilated; all openings shall be covered with flyproof screens. Doors shall close automatically.

(3) Privies shall be placed on construction job sites in convenient and easily accessible places, and shall be in a level position.

(4) Liquids in tank must contain a disinfectant to kill bacteria, and shall not have strong or objectionable odor.

(5) Each privy must be provided with both a urinal and a seat.

(6) Storage tanks must be no less than 50 gallon.

(7) Privies shall be serviced whenever necessary, but not less than once in each two-week period.

(8) A plate shall be attached on outside of each privy where the date must be stamped every time said privy is serviced.

(9) A sign on the outside of each privy shall read "State law requires one privy for every 20 workmen."

Referred to Committee on Legislation.
Adopted as amended, p. 41.

Strict Enforcement of Laws Pertaining to Licensing of Contractors

Resolution No. 177—Presented by State Building and Construction Trades Council of California.

Whereas, It is common knowledge that much painting contracting work is being performed by persons not possessing a valid C-33 License; and

Whereas, Reports of such incidents have been made to the Contractors' State License Board at both their regional and state offices with little or no results; and

Whereas, Investigators for the Contractors' State License Board maintain that their office is not able to effectively discipline such unlicensed contractors because the Department must first secure a copy of a written contract between the alleged contractor and the person for whom the work was performed prior to the initiating of any action; and

Whereas, Investigators for the Contractors' State License Board maintain that where an action is brought in court under the appropriate Section of the State Code, the courts tend to minimize the nature of the offense and impose only a mild, if any penalty; and

Whereas, Such flagrant violations of the Code make a mockery of the State License Law; therefore be it

Resolved, That the third convention of the California Labor Federation go on record to request stricter enforcement of the present law by the Contractors' State License Board and its representatives; and be it further

Resolved, That the California Labor Federation endeavor to secure legislative remedies to tighten present laws pertaining to licensing of contractors.

Referred to Committee on Legislation.
Adopted, p. 41.

Government Agencies Awarding Contract Work to Non-Licensed Contractors

Resolution No. 178—Presented by State Building and Construction Trades Council of California.

Whereas, Government and military awarding authorities accept bids from and let work to non-licensed persons or companies for work to be performed on or in government or military property; and

Whereas, Collective bargaining agreements in the painting industry require that an employer be licensed before he may become party to such agreement; and

Whereas, Employers not party to the agreement may not be held liable for payment of the same benefits and granting of the same privileges to their employees as are signators and thereby attain an unfair cost advantage; and

Whereas, Such employers engage only non-union personnel who may enter into "yellow dog" private and collusive agreements; and

Whereas, Such government and/or military work may involve contracts less than $2,000.00 gross, and therefore, are not subject to the requirements of the Davis-Bacon Act for payment of the prevailing wage rates; and

Whereas, Contracts subject to the Davis-Bacon Act provisions let to non-licensed, non-signator employers still permit an unfair competitive advantage since such employers are not obligated to contribute to area health and welfare funds or for similar employee benefits; and

Whereas, The use of non-union employers and employees is contrary to the stated policy of the federal government, which is to encourage collective bargaining; therefore be it

Resolved, That the third convention of the California Labor Federation urge the enactment of administrative and legislative changes which would require contractors performing work on or in government or military property to have a license in the state within which such property exists; providing said state requires that a contractor's license be obtained for contract work performed within its boundaries; and be it further

Resolved, That this resolution be submitted to the Building and Construction Trades Department in Washington, D. C.

Referred to Committee on Resolutions.
Adopted, p. 124.

Fringe Benefits for Members in Employ of Public Agencies

Resolution No. 179—Presented by State Building and Construction Trades Council of California.

Whereas, A large number of members of the United Association are employed by city, county, state and other political subdivisions and public bodies; and

Whereas, These employees' wages are based on the wage structure negotiated by the Plumbing, Heating and Piping Employer's Council of Northern and Southern California, and Pipe Trades District Councils and local unions of the California State Pipe Trades Council; and

Whereas, The language used in existing labor agreements regarding fringe benefits has not been interpreted by the legal authorities of these public agencies to be part of wages, or subject to the same withholding as basic wages; and

Whereas, This has created a financial hardship on these members of the United Association for the past several years; and

Whereas, The rewording of the language would in no way affect the original intent of the existing labor agreements; therefore be it

Resolved, That the third convention of the California Labor Federation recommend to all district councils and local unions to use legal advice in the wording of all future contracts to assure insofar as possible the receipt of these fringe benefits for all our members in the employ of these public agencies, when this can be done without loss to the membership as a whole; and be it further

Resolved, That full assistance be given to other organizations involved in negotiations on behalf of our membership, with these public agencies.

Referred to Committee on Resolutions.
Adopted as amended, p. 124.

Salaries of Deputy Labor Commissioners

Resolution No. 180—Presented by State Building and Construction Trades Council of California.

Whereas, Many persons in organized labor have been solicited or requested to take the examination for Deputy Labor Commissioner and in doing so, they studied the qualifications, duties and requirements of a Deputy Commissioner and were shocked and disconcerted to note the low salary scale presently being offered by the State of California for this important position; and

Whereas, The Office of Labor Commissioner and the Deputies, who are vested with the authority and powers of the Labor Commissioner, are of such importance to the general working class, as well as organized labor, in the State of California, that it is extremely important to have well-trained, conscientious and highly qualified personnel occupy these positions; and

Whereas, The carpenters in California have dealt with and been serviced by Deputy Labor Commissioners and are aware of the ability and knowledge required of the deputies to resolve the many matters with which they are confronted; and

Whereas, It is our understanding that the state salaries for Deputy Labor Commissioner are to be commensurate with the prevailing rates in private employment and that it would require at least a $250.00 per month wage increase for Deputy Commissioners to establish comparable uniformity; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record as supporting a salary increase for Deputy Labor Commissioners of a minimum of $250.00 per month; and be it further

Resolved, That the California Labor Federation shall appear before the Personnel Board of the State of California, to pursue the purpose of this resolution; and be it further

Resolved, That a copy of this resolution be forwarded to the Hon. Edmund G. Brown, Governor of California.

Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 124.

Amend Contractors' State License Laws

Resolution No. 181—Presented by State Building and Construction Trades Council of California.

Whereas, The contractors' license laws were intended to upgrade practices in the construction industry by eliminating unscrupulous contractors; and

Whereas, A proper contractors' license law, if properly enforced, would inure to the benefit of the state and its citizens; and

Whereas, The present contractors' license laws permit the following undesirable practices:

1. A home builder, without experience beyond 20 feet elevation can be awarded a contract to build a skyscraper.

2. A contractor who has failed to even figure a job for 20 years can be awarded a contract for millions of dollars of construction.

3. An inexperienced, non-licensed contractor can technically operate on some one else's license. A willing RME (responsible managing employee) licensee can barter his license rights in such a way as to legalize the operations of any number of contracting firms.

4. A contracting firm, without any capital, can be awarded a contract and risk millions of dollars of someone else's credit, generally the subcontractors and suppliers.

5. Subcontractors without capital can offer to do work below cost and jeopardize the general contractor, other subcontractors, suppliers and surety underwriters.

6. Federal projects can ignore state licensing requirements.

Now, therefore be it

Resolved, That the third convention of the California Labor Federation call upon the California state legislature to amend the contractors' license laws to provide that:

1. State contractors' licenses must show a greater distinction. The contractor's practical, technical and financial ability must determine the scope of the work he may undertake.

2. Contractors who are inactive should be so licensed; their return to active contracting should require a review and perhaps an examination on new and revised statutes and technical advances.

3. Contractors' license fees should vary

with the amount of work they do. The greater their activity, the greater the services they require.

4. Contractors should fully qualify for their licenses and not "purchase" license privileges of RME's.

5. Licensees should not be permitted to barter their licensing rights to persons unable to fully qualify for licenses.

6. Subcontractors should be pre-qualified exactly as the general contractor; licensed for his practical, technical and financial ability, etc.

7. The federal government, like any other owner or contracting agency, must conform to all state laws which have application. This includes the state licensing laws.

8. The renewal of state licenses must not be routine. Conditions change. There should be an adequate review of each contractor at each renewal.

Referred to Committee on Legislation.
Adopted, p. 41.

Enact Forand Type Legislation

Resolution No. 182 — Presented by State Building and Construction Trades Council of California.

Whereas, The Forand Bill, H.R. 4700, was not enacted into law by Congress; and

Whereas, The House Ways and Means Committee rejected a modified version of Forand type legislation; and

Whereas, The bill voted out by the House Ways and Means Committee falls far short of providing the necessary care for the aged; and

Whereas, The Senate is only contemplating amendments that will in effect be far short of the necessary needs of the aged; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record as requesting that the legislature of the State of California enact Forand type legislation at the earliest possible date.

Referred to Committee on Legislation.
Adopted, p. 56.

Housing For Elderly Citizens

Resolution No. 183—Presented by State Building and Construction Trades Council of California.

Whereas, The problem of housing our senior citizens is increasing in volume; and

Whereas, Housing of this type is vitally needed by our senior citizens; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced which would require every redevelopment plan to provide that a portion of the redevelopment project should be used as housing for older persons.

Referred to Committee on Legislation.
Adopted, p. 56.

Working More Than Five Hours Without Meal Period

Resolution No. 184—Presented by State Building and Construction Trades Council of California.

Whereas, In sections of the construction industry, employers often require workmen to work more than four (4) hours without time off for a lunch period; now, therefore, be it

Resolved, That the third convention of the California Labor Federation endorse the introduction of a bill to amend Section 1810 of the Labor Code to provide that persons performing work covered by this Section shall not be required to work more than five (5) hours without at least a one-half (½) hour meal period; that in the event this is violated, the employer shall be required to pay at least time and one-half (½) for all work performed in excess of five (5) hours until a meal period is provided.

Referred to Committee on Legislation.
Adopted, p. 115.

Listing Sub-Contractors

Resolution No. 185—Presented by State Building and Construction Trades Council of California.

Whereas, To avoid industrial unrest in the construction industry and properly administer labor agreements with general contractors, and to preserve wages, hours and working conditions of building trades unions, additional legislation is required regarding the practice of submitting bids to public agencies; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced which shall require any contractor submitting a bid for Public Works to the State of California or any of its political subdivisions, to submit the names of all sub-contractors listed to perform work under that contract, to be prohibited from substituting any sub-contractor in

place of the sub-contractor designated in the original bid without the written consent of the awarding authority, and to require that the names of the sub-contractors be published not later than the day of the issuance of the building permit in a trade journal circulated in the county where the work is to be performed or in a newspaper or periodical of general circulation in the county in which the work is to be performed.

Referred to Committee on Legislation.
Adopted as amended, p. 41.

Industrial Safety

Resolution No. 186—Presented by State Building and Construction Trades Council of California.

Whereas, From time to time an individual workman is employed on a construction site after daylight hours; and

Whereas, In the event said individual workman suffers any accident or injury, there is no one present to assist him or to make provisions for medical care; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to provide that any work which is to be performed on a building and construction site after daylight hours at least two (2) persons shall be employed on said job at all such times.

Referred to Committee on Legislation.
Adopted, p. 57.

Licensing Owner-Builders

Resolution No. 187—Presented by State Building and Construction Trades Council of California.

Whereas, The building and construction industry in California is presently faced with a myriad of owner-builders who are not required, under existing law, to have a contractor's license; and

Whereas, The fact that such owner-builders are not subject to the Contractors' License Law works to the detriment of the industry, the public and the building trades unions specifically in the administration of their labor agreements; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to place under the State Contractors' Licensing Law owner-builders who enter the residential construction field for sale and leasing purposes.

Referred to Committee on Legislation.
Filed, p. 41. See Resolution No. 207.

Modify Labor Code Provisions for Filing Prevailing Wage Scales

Resolution No. 188—Presented by State Building and Construction Trades Council of California.

Whereas, Legislation heretofore sponsored by labor with respect to requiring awarding bodies to file prevailing wage scales and classifications with the Director of Industrial Relations at least ten (10) days before advertising for bids; and

Whereas, This legislation was amended prior to passage in such a manner as not to accomplish the aim of the original legislation, and has resulted in additional administrative work for the Director of Industrial Relations without accomplishing the original objective; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to delete Section 1773.3 of the Labor Code requiring the filing with the Director of Industrial Relations by the awarding bodies of their determinations of general prevailing rates in the locality in which the work is to be performed.

Referred to Committee on Legislation.
Adopted, p. 127.

Fringe Benefit Payment By Public Agency

Resolution No. 189—Presented by State Building and Construction Trades Council of California.

Whereas, Practically all of the unions in the building and construction trades industry have negotiated various fringe benefits; and

Whereas, The law presently permits public agencies to make payments into established trust funds for fringe benefits; and

Whereas, A number of public agencies, although permitted to make such contributions, have not done so, resulting in the public agency paying below prevailing wage scales and conditions, including fringe benefits; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to provide for the compulsory payment by public agencies into established health

and welfare, pension, paid holidays, vacations and apprentice training trust funds.

Referred to Committee on Legislation.
Adopted, p. 127.

Posting Plan and Specifications on Projects

Resolution No. 190—Presented by State Building and Construction Trades Council of California.

Whereas, It is desirable that the building trades unions have information as to the plans and specifications relating to construction projects; now, therefore, be it

Resolved, That the third convention of the California Labor movement go on record that legislation be introduced requiring contractors who construct projects from plans and specifications to keep posted on the job for public inspection a copy of plans and specifications relating to a construction project, and making a failure to do so a cause for disciplinary action.

Referred to Committee on Legislation.
Adopted, p. 41.

Suspending or Revoking Contractor License

Resolution No. 191—Presented by State Building and Construction Trades Council of California.

Whereas, A substantial number of contractors are failing to make their fringe benefit payments as provided by the collective bargaining agreement to which they are parties; and

Whereas, Such contractors who are delinquent in their contractual obligations should not be permitted to operate as licensed contractors; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to provide that the State Licensing Board shall have the authority to suspend or revoke the license of any contractor who fails to pay wages and fringe benefits provided in the collective bargaining agreement to which he is a party.

Referred to Committee on Legislation.
Adopted, p. 40.

Construction Work by Political Subdivisions

Resolution No. 192—Presented by State Building and Construction Trades Council of California.

Whereas, It is becoming increasingly prevalent for political subdivisions to have certain of their civil service employees, not classified in construction classifications, to perform construction work during their vacations, during off hours, etc.; and

Whereas, Said employees are performing such work at wage scales below that provided for construction employees; and

Whereas, The result of this is to break down the wages, hours and conditions established for construction workers; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to provide that no person employed by a political subdivision shall be permitted to perform construction work unless such person is regularly employed and classified in a construction classification.

Referred to Committee on Legislation.
Adopted, p. 127.

Contractor Bonding For Failure To Pay Fringe Benefits

Resolution No. 193—Presented by State Building and Construction Trades Council of California.

Whereas, A substantial number of contractors are failing to make their fringe benefit payments as provided by the collective bargaining agreement to which they are parties; and

Whereas, Such contractors who are delinquent in their contractual obligations should not be permitted to operate as licensed contractors; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced that the Contractors' Licensing Board shall have the authority to require a contractor who fails to pay wages and fringe benefits provided by the collective bargaining agreement to which he is a party to post an appropriate bond as a condition of continuing to operate as a licensed contractor.

Referred to Committee on Legislation.
Filed, p. 41. See Resolution No. 23.

Work on Public Property

Resolution No. 194—Presented by State Building and Construction Trades Council of California.

Whereas, There has developed the practice of permitting aliens to come on to public property to perform work in con-

nection with the sale of materials from public buildings which are being demolished; and

Whereas, Such practice is contrary to the intent of Section 1850 of the Labor Code; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that public works for the purpose of Section 1850 shall include all work which is performed on the public property, whether being performed for the state and its political subdivisions or for a private owner.

Referred to Committee on Legislation.
Adopted as amended, p. 127.

State Income Tax Deduction

Resolution No. 195—Presented by State Building and Construction Trades Council of California.

Whereas, It is desirable at this time to stimulate activity in the building and construction industry; and

Whereas, There are many dwellings in our cities which are sub-standard and sorely in need of alteration and repair; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced which will permit any individual home owner who makes repairs on his own residence in the amount of from $250.00 to $2,500.00 in any taxable year to deduct said amounts from his state income tax return.

Referred to Committee on Legislation.
Adopted as amended, p. 115.

Preference Bidding By California Bidders

Resolution No. 196—Presented by State Building and Construction Trades Council of California.

Whereas, The existing laws of the state of California giving preference to California business firms for supplying construction materials, purchased for public contracts work being or to be performed by the State of California, is not of sufficient nature to provide the protection for such required preference nor is the preference of sufficient percentage to provide any benefit to California manufacturers; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced which would give a ten (10%) per cent differential for bidders who furnish materials produced or manufactured in this state and for state contractors in regard to work awarded by the state or its political subdivisions, and materials purchased by such agencies on public works contracts; and be it further

Resolved, That any percentage differential permitted by the legislature be an automatic provision, and not subject to request filing or lack of knowledge on the part of bidders.

Referred to Committee on Legislation.
Adopted, p. 131.

Hot Meal Furnished For Second Meal Period

Resolution No. 197—Presented by State Building and Construction Trades Council of California.

Whereas, There are recurrent occasions when construction employers require their workmen to work in excess of eight (8) hours per day and on an over-time period but for several hours beyond their lunch period without time off for an additional meal and in locations where hot meals are not immediately available, and upon many occasions without sufficient advance notice for the workmen to bring additional food for such additional hours; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced providing that under the above circumstances the employer be required to provide for a hot meal after five (5) hours' work following the mid-shift lunch period, and shall pay the employee for time required to partake of the second meal.

Referred to Committee on Legislation.
Adopted, p. 115.

Enforcement of Industrial Safety Orders

Resolution No. 198—Presented by State Building and Construction Trades Council of California.

Whereas, Section 6604 of the Labor Code of the State of California relating to industrial safety places an undue burden upon any employee, and should be a responsibility of the employer; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to modify Section 6604 of the Labor Code to provide that before the Division issues a "Notice" in accordance with Section

6510 or whenever a place of employment, machine, device, apparatus, or equipment, or any part thereof, is in a dangerous condition so as to create a real or apparent hazard to an employee or fellow employee, it shall be unlawful for the employer to require the employee to perform any work at such place of employment or on such machine, device, apparatus or equipment, or for the employer to discharge or lay off the employee pending the necessary corrections. In the event that the employee is discharged or laid off, such employee shall have a right of action for wages for the time lost, provided that he files a complaint with the Labor Commissioner within thirty (30) days after being laid off or discharged.

Referred to Committee on Legislation.
Adopted, p. 57.

Payment of Prevailing Rates to Employees of Public Works

Resolution No. 199—Presented by State Building and Construction Trades Council of California.

Whereas, Great discrepancies exist in the wages and fringe benefits presently received by construction workmen in private and public industry; and

Whereas, The substandard wages and inadequate fringe benefits paid to workmen in public works is detrimental to the preservation of the standards established for construction workmen in private industry; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to provide that all employees of the state and its political subdivisions engaged in construction, reconstruction, alteration, or modification shall receive not less than the prevailing wage rates and fringe benefits, including vacations, holidays, health and welfare, and pensions which are paid to persons doing like work in private industry.

Referred to Committee on Legislation.
Adopted, p. 127.

Attorney for Division of Industrial Safety

Resolution No. 200—Presented by State Building and Construction Trades Council of California.

Whereas, It is necessary to carry out the orders of the Industrial Safety Commission in building construction to the fullest extent; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to provide that the Industrial Safety Commission shall have its own staff of attorneys for the purpose of enforcement of orders under the jurisdiction of the Industrial Safety Division.

Referred to Committee on Legislation.
Adopted, p. 57

Water Closets on Construction Projects

Resolution No. 201—Presented by State Building and Construction Trades Council of California.

Whereas, The present law is inadequate in providing adequate sanitary facilities in not requiring sufficient water closets and fountains with running water; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced which would provide that on every construction and building site, with the exception of highways, there should be not less than one (1) water closet for every fifteen (15) employees, and a sink and bubbler fountain with running water.

Referred to Committee on Legislation.
Adopted, p. 41.

Publicly Owned Public Utility Coverage in Public Works

Resolution No. 202—Presented by State Building and Construction Trades Council of California.

Whereas, The public utility companies are exempted from the scope of Public Works Statutes, as defined by the Labor Code, Section 1720; and

Whereas, It is desirable that publicly owned public utilities be covered by the provisions of the Labor Code relating to public works; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that work be done by a publicly-owned public utility be included within the provisions of the Labor Code relating to public works.

Referred to Committee on Legislation.
Adopted, p. 127.

Licensing of Floor Covering Contractors

Resolution No. 203—Presented by State Building and Construction Trades Council of California.

Whereas, The last session of the legislature, at the request of the California Labor Federation, passed legislation requiring employers in the carpet and re-

silient floor-laying industry to be particularly licensed to perform work in this industry, but inserted the qualifying language "principally" in the legislation; and

Whereas, The use of the work "principally" makes the law inadequate to provide the coverage necessary for the workmen in that industry; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced which would provide for licensing, as specialty contractors whose operations are concerned with the installation or laying of carpets, linoleum and resilient floor covering.

Referred to Committee on Legislation.
Adopted, p. 41.

Broadening Inclusion of Public Works Coverage

Resolution No. 204—Presented by State Building and Construction Trades Council of California.

Whereas, The present Public Works Law provides for exemption for certain agencies of the State of California, resulting in those agencies failing to pay prevailing wages and providing for prevailing conditions; and

Whereas, This results in the breaking down of the established wage scales and working conditions negotiated by the unions in the building and construction trades industry with private employers; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced which would delete the provisions exempting from the Public Works Law any construction, reconstruction, alteration, demolition, modification or repair work incidental to the construction and repair of water districts, irrigation districts and drainage projects, particularly as provided in Section 1720 and others of Chapter I, Part VII of the Labor Code of the State of California.

Referred to Committee on Legislation.
Adopted, p. 127.

Cleaning of Temporary Toilets on Construction Projects

Resolution No. 205—Presented by State Building and Construction Trades Council of California.

Whereas, The present law is inadequate with respect to requiring adequate sanitary facilities on construction projects; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced which requires construction projects be provided with toilet facilities as prescribed by law, and require such facilities to be cleaned and disinfected every third working day.

Referred to Committee on Legislation.
Filed, p. 41. See Resolution No. 176.

Remove Exemption of Specialty Contracts From Contractors' License Law

Resolution No. 206—Presented by State Building and Construction Trades Council of California.

Whereas, The present exemption from the Contractors' Licensing Law of specialty contracts for fabricated installation work prevents effective enforcement of this law; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to remove the exemption from the Contractors' Licensing Law of specialty contract work for fabricated installation work valued at more than $100.00.

Referred to Committee on Legislation.
Adopted, p. 42.

Restricting Owner-Builders

Resolution No. 207—Presented by State Building and Construction Trades Council of California.

Whereas, The building and construction industry in California is presently faced with a myriad of owner-builders who are not required under existing law, to have a contractor's license; and

Whereas, The fact that such owner-builders are not subject to the Contractors' License Law works to the detriment of the industry, the public and the building trades unions specifically in the administration of their labor agreement; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced which would amend Section 7044 of the Business and Professions Code to provide that the exemption to owner-builders should apply only to owner-builders who build a single residential dwelling or a duplex, and who occupy the premises for a period of at least one (1) year; the exemption shall not apply to any owner-builder building residential units which are larger than a

duplex, even though he occupies one of such units.

Referred to Committee on Legislation.
Adopted, p. 41.

Payment of Wages After Quit

Resolution No. 208—Presented by State Building and Construction Trades Council of California.

Whereas, There is an increasing tendency to fail to pay workmen wages when they are due at time of "quit"; and

Whereas, The present law does not provide a sufficient penalty to result in effective enforcement of this law; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to require the continuing payment of wages until paid for failure to pay workmen's wages that are due at the time of "quit" for a period of ninety (90) days.

Referred to Committee on Legislation.
Adopted, p. 115.

Listing Fringe Benefits on Paycheck Stub

Resolution No. 209—Presented by State Building and Construction Trades Council.

Whereas, Employers in the building and construction trades industry are failing to pay the straight-time and over-time wages and fringe benefits to workmen in accordance with the collective bargaining agreement and the law; and

Whereas, The present methods of checking are inadequate; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to require the designation on the payroll stub of the payment of fringe benefits, such as vacations, paid holidays, health and welfare, pensions, and apprenticeship training, similar fringe benefits and/or negotiated items.

Referred to Committee on Legislation.
Adopted, p. 126.

Landrum - Griffin Law

Resolution No. 210—Presented by State Building and Construction Trades Council of California.

Whereas, On September 14, 1959, President Eisenhower signed into law the third major step by unscrupulous industrialists to subject organized labor to Fascist control with the inception of the Labor-Management Reporting Act of 1959, commonly known as the Landrum-Griffin Act; and

Whereas, It has become obviously apparent that the effects of the inquisitorial McCarthy Committee made it a virtual crime for any representative to propose, advocate or associate with those who advocated liberal and social legislation benefiting organized labor; and

Whereas, The second step was provided by the Taft-Hartley amendments to the National Labor Relations Act, which relegated labor leadership to second class citizenship; and

Whereas, Organized labor was confronted with the folly of some leaders who decided that certain phases of the Taft-Hartley Act were livable, and therefore were not willing to enter an all-out fight against the requirements of this act; and

Whereas, The adoption by the Congress of the Landrum-Griffin Act is wholly unconstitutional, in that it nullifies the expressed wishes by referendum vote of the people of the state of California and of the several other states which defeated similar legislation known as the so-called "Right to Work Laws"; and

Whereas, We cannot afford to accept the slightest notion that any paragraph, phrase or word contained in the Landrum-Griffin Act as being constitutional or livable; and

Whereas, Repeal of this Act would be highly desirable, but is folly for us to concentrate our efforts in this direction, inasmuch as we would be attempting to get the very people who adopted the Landrum-Griffin Act to reverse themselves; now, therefore, be it

Resolved, That the third convention of the California Labor Federation urge its affiliates to adopt an offensive program which would include personal contacts with legislators and Congressmen so that there would be no mistake in anyone's mind who is charged with the authority of administering the Act in the future; and be it further

Resolved, That the California Labor Federation take the necessary steps to memorialize the Executive Council of the American Federation of Labor - Congress of Industrial Organization and the Building Trades Department of the AFL-CIO to adopt a similar position and proceed to initiate and fight for legislation that will counteract the disastrous effects of this law.

Referred to Committee on Resolutions.
Filed, p. 27. See Resolution No. 66.

Increase in Allowable Earnings Under Social Security

Resolution No. 211—Presented by State Building and Construction Trades Council of California.

Whereas, The present Social Security laws provide that an individual can earn only up to a maximum of one thousand two hundred dollars ($1,200.00) per year without affecting his Social Security benefits; and

Whereas, With the increase in the cost of living and present economic conditions this works a great hardship on a great number of our senior citizens receiving benefits under the Act; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to urge legislation at the federal level to increase the maximum from one thousand two hundred dollars ($1,200.00) to two thousand five hundred dollars ($2,500.00) per year.

Referred to Committee on Resolutions.
Adopted, p. 77.

U.I., U.D.I., Social Security Coverage for Employees of State and County Fairs and Expositions

Resolution No. 212—Presented by State Building and Construction Trades Council of California.

Whereas, The state and county fairs and expositions periodically employ non-civil service personnel on a casual or temporary basis; and

Whereas, The state and county fairs and expositions fail to provide for the payment of state unemployment and disability and federal Social Security for these employees; and

Whereas, This works great hardship on these employees involved, as it frequently results that these employees become ineligible for benefits derived therefrom; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that, if necessary, legislation be supported to provide for coverage of non-civil service personnel employed on a casual or temporary basis, under the state unemployment and disability and federal Social Security laws.

Referred to Committee on Legislation.
Adopted, p. 141.

Federal Income Tax Exemption for Vehicles Used in Employment

Resolution No. 213—Presented by State Building and Construction Trades Council of California.

Whereas, The nature of the work of the building tradesmen is such that he continually must transport his tools in his personally owned vehicle from his home to his job and return; and

Whereas, The effect of this is that he is prevented from using his vehicle solely for personal use, but must because of the nature of construction work, use it in connection with maintaining his livelihood; now, therefore, be it

Resolved, That the third convention of the California Labor Federation encourage and induce the introduction of a bill through federal legislation which will permit the deduction of the cost of maintenance and amortization of such vehicles as a business expense; and be it further

Resolved, That copies of this resolution be forwarded to both the AFL-CIO and the Building Trades Department, AFL-CIO, for their full endorsement and support.

Referred to Committee on Resolutions.
Filed, p. 27. See Resolution No. 25.

U.I., U.D.I., Social Security Coverage of Non-Civil Service Personnel Employed on Casual or Temporary Basis

Resolution No. 214—Presented by State Building and Construction Trades Council of California.

Whereas, The state and its political subdivisions periodically employ non-civil service personnel on a casual or temporary basis; and

Whereas, The state and its political subdivisions fail to provide for the payment of state unemployment and disability and federal Social Security for these employees; and

Whereas, This works great hardship on these employees involved, as it frequently results that these employees become ineligible for benefits derived therefrom; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record that legislation be introduced to provide for coverage of non-civil service personnel on a casual or temporary basis, under the state unemployment and disability and federal Social Security laws.

Referred to Committee on Legislation.
Adopted, p. 141.

Create California Mortgage Authority

Resolution No. 215—Presented by State Building and Construction Trades Council of California.

Whereas, A continuous flow of mortgage money into the state of California is necessary to meet the growth demands of our economy; and

Whereas, The "hard money" policy of the federal government has made it increasingly difficult to attract mortgage money to California, especially during periods when the federal government dictates a "tight money" policy as at present; and

Whereas, The constriction of credit by the federal government affects the mortgage market immediately and adversely causing:

1. A slow-down in all construction which has, in the past, caused a reduction of 75 per cent in low priced housing construction; (other categories of construction have been slowed in varying degrees);
2. Competition for credit which spreads to all sections of the economy raising interest rates, and dampening all expansion plans;
3. Severe unemployment in the construction industry which soon spreads to other sections of the economy, creating needless individual hardship, and raising the welfare and relief loads in our state; (people with jobs don't want or need relief);
4. Bankruptcy rates to increase, particularly among the small and medium sized businesses further inhibiting the growth and goals of private enterprise; and

Whereas, There are areas in the United States which do have an oversupply of long term money available for investment in readily marketable securities, but which at present are not readily and economically available for investment in home mortgages in California, due to the complexities inherent in placing, servicing and selling home mortgages; and

Whereas, The FNMA does to a certain extent provide the channels through which investment funds may be placed in home mortgages, this agency is under the credit policy direction of the federal government and provides little or no relief for the needs of the state of California; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to urge the Governor and the legislature and each Senator and Assemblyman to enact the following program: Create a wholly owned state corporation to be known as the "California Mortgage Authority."

Aims and Purposes

The aims and purposes of the Authority shall be: to help provide more mortgage money for home buyers, to stimulate home ownership, to make home ownership more widely available particularly to lower income families, to help counteract the effect of federal "tight money" policy in California on the home mortgage market, to help provide a more steady and increasing flow of money into the California home mortgage market, and by the execution of such aims and purposes to raise the standard of living in the state of California, to promote the general welfare of all the citizens of this state and help provide an expanding economy and greater economic well-being for all.

Duties and Powers

The Authority:

(a) Shall be governed by a nine-man Board of Directors chosen by the Governor, no more than one of which at any time shall be a dealer in mortgages, or a real estate dealer, or a builder or employed by any firm or person so engaged.

(b) Shall operate on a self-supporting but non-profit basis with due regard for operating reserves.

(c) Shall be empowered to issue revenue notes and bonds secured by the assets of the Authority only.

(d) Shall be empowered to buy FHA-insured home mortgages at par or less; the maximum face value of any mortgage shall not exceed two and one-half times the highest annual income of the middle third of non-farming families in California as reported from the statistics of California or federal government sources.

(e) Shall buy mortgages on homes which have been built within the year prior to purchase of the mortgage.

(f) Shall buy mortgages on a priority basis starting with mortgages offered on homes of buyers with the lowest income or of those displaced by any governmental action, such as redevelopment, freeways, code enforcement, etc.

(g) Shall have the authority to issue commitment to purchase to prospective home buyers only.

(h) Shall be empowered to issue inter-

est riders on mortgages purchased reducing the amount of interest to be paid on the unpaid balance consistent with the price paid for the money loaned on the mortgage and the financial soundness of the Authority and to revoke such riders for cause, such as resale of the property, sale of the mortgage, or to meet obligations.

(i) Shall be empowered to make such arrangements as may be necessary to sell the notes and bonds of the Authority at the lowest interest rates obtainable.

(j) Shall be empowered to make such contracts or to employ such persons as may be necessary to buy, sell and service mortgages.

(k) Shall be empowered to make such rules and regulations consistent with these duties and powers as may be necessary or desirable to carry out the aims and purposes of the Authority.

Referred to Committee on Legislation.
Adopted, p. 56.

Minimum Painting Standards to be Made Part of State, City and County Building Codes

Resolution No. 216—Presented by State Building and Construction Trades Council of California.

Whereas, The Uniform Building Code is dedicated to the development of better building construction, and greater protection to the public, and to the granting of full justice to all building materials on the fair basis of the true merits of each material, but makes no mention of paints or painting; and

Whereas, On all federal and state building being constructed, an inspector is placed on each job to see that all specifications are rigidly complied with, including paints and painting; and

Whereas, Most city and county building codes follow the uniform code on all materials and workmanship in all building trades crafts, but still make no mention of paints or painting; and

Whereas, The painting on all new construction, "especially housing," has been done with inferior materials, and pace setting on labor, thereby causing shoddy workmanship, despite FHA and VA standards, thereby causing our membership to lose many hours of work; therefore be it

Resolved, That the third convention of the California Labor Federation go on record to request the proper public officials in the state, cities and counties of California to enact laws that would protect the home owners in that minimum painting standards be included in all building codes.

Referred to Committee on Legislation.
Adopted as amended, p. 115.

Social Security Coverage for State Employees

Resolution No. 217 — Presented by County and Municipal Employees No. 127, San Diego.

Whereas, Most employees in private industry are covered by Social Security; and

Whereas, The 1954 Amendments to the federal Social Security Act made it permissive for public employees with an existing retirement system to come under Social Security; and

Whereas, Legislation was passed in the California legislature making it permissive for public agencies to come under Social Security; and

Whereas, California state employees were misled and misinformed by anti-labor forces during their election on OASDI; and

Whereas, Approximately 35,000 state employees who did vote for OASDI desire to be covered by Social Security; and

Whereas, Approximately 42,000 state employees who voted against OASDI did not really know what they were voting on; and

Whereas, Approximately 20,000 state employees were so confused that they did not vote; therefore be it

Resolved, That the third convention of the California Labor Federation go on record as pledging its support to the California state employees in their efforts to obtain Social Security; that the Federation seek to have the attached bill introduced; that the Federation make every effort to procure passage of said bill; and that a copy of this resolution be sent to Governor Brown and that he be requested to exert his efforts in support of the bill.

——— BILL NUMBER ———

An Act to amend Section 22009.1 (k) of Article 1 and Sections 22150, 22152.5, 22153 and 22154 of Article 2.5, Chapter 1 of, and to amend Section 22210, 22213, and 22214 of Article 1, Chapter 2 of, Part 4, Division 5, Title 2, of the Government Code. The People of the State of California do enact as follows:

(**Note:** Lines bracketed and printed in

boldface are to be deleted; lines in italics are proposed changes.)

Section 1. Section 22009.1 (k) is amended by adding an unnumbered paragraph following subparagraphs (1) and (2) thereof, to read:

Positions of persons who become members of a retirement system after federal social security coverage has been made effective shall be included in the part composed of the positions of members of such system who desire coverage under the federal system.

Section 2. Section 22150 is amended to read:

22150. Unless otherwise provided in this article, the board shall authorize a division of a retirement system upon the request of any public agency having employees in positions covered by the system or upon authorization of the Legislature **. [, but only if a majority of the persons voting in an election held among members of the system to be divided, after due notice of the modification of the retirement plan proposed in the event positions covered by the system are included in the agreement, voted in favor of such division.]** A retirement system as defined in subdivisions (b), (c), (d), (e), and (f) of Section 22009.1 shall be divided pursuant to this article only if such division is otherwise authorized by the Legislature.

For the purposes of this section and all coverage procedures under this part subsequent to division of the retirement system defined in subdivision (g) of Section 22009.1 the University of California shall be deemed to be a public agency.

Section 3. Section 22152.5 is amended to read:

22152.5. Subject to the conditions herein prescribed, the board shall, *immediately following the effective date of this act,* divide the retirement system defined in subdivision (b) of Section 22009.1. The procedure for division shall be in accordance with this article. **[except that the division shall not be concluded unless a majority of the members eligible to vote cast ballots in an election held for that purpose and a majority of those members voted in favor of the division.]** The dates for **[the election and]** the division shall be set by the board so as to permit modification of the agreement to include services of members in positions covered by such system **[no later than December 31, 1959.]** *which are performed after December 31, 1955, or after such later date which is the earliest date authorized for such coverage by Section 218 (f) (1) of Title II of the federal social security act.*

Section 4. Section 22153 is amended to read:

22153. The county superintendent of schools in each county shall divide the retirement system defined in subdivision (c) of Section 22009.1. The division shall be conducted in accordance with this article. **[except that the election among the members shall not be required.]**

The division shall be conducted at a time to be determined by the board so as to permit modification of the agreement to include *services of* members of such system **[no later than December 31, 1959.]** *which are performed after December 31, 1955, or after such later date which is the earliest date authorized for such coverage by Section 218 (f) (1) of Title II of the federal social security act.*

Section 5. Section 22154 is amended to read:

22154. The governing body of each school district which is a contracting agency under the State Employees' Retirement System and which is subject to Section 20493 of this code and whose employees who are members are not already covered under the federal system, except school districts in which the average daily attendance of all districts combined is in excess of 400,000, and which are governed by the same governing board, shall, immediately following the effective date of this section, conduct a division of the State Employees' Retirement System with respect to its employees in positions covered by its contract with the board. The division shall be conducted in accordance with this article **[except that the election among the members shall not be required]** and shall be conducted at a time to be determined by the board so as to permit modification of the agreement to include *services of* members of the system created by such division **[no later than December 31, 1959.]** *which are performed after December 31, 1955, or after such later date which is the earliest date authorized for such coverage by Section 218 (f) (1) of Title II of the federal social security act.*

Section 6. Section 22210 is amended to read:

22210. Notwithstanding any other provisions of this part, the board shall execute a modification of the agreement in conformity with the provisions of Section 218 of the Social Security Act and applicable federal regulations adopted pursuant thereto, to include services in posi-

tions covered by the retirement system as defined in Section 22009.1 (k) (1) established by division of the retirement system defined in Section 22009.1 (b) of this part upon completion of the division as directed in Section 22152.5. The modification shall be **[executed no later than December 31, 1959, and shall include all eligible members, with coverage as of January 1, 1956,]** *effective with respect to services performed after December 31, 1955, or after such later date which is the earliest date authorized for such coverage by Section 218 (f) (1) of Title II of the federal social security act.*

Section 7. Section 22213 is amended to read:

22213. Notwithstanding any other provision of this part, the board shall execute a modification of the agreement in conformity with the provisions of Section 218 of the Social Security Act and applicable federal regulations adopted pursuant thereto, to include the services of members in positions covered by each of the retirement systems as defined in Section 22009.1 (k) (1) established by divisions of the retirement systems defined in Section 22009.1 (c) upon completion of said divisions as directed by Section 22153. The modification shall be **[executed no later than December 31, 1959, and shall include all eligible members, with coverage effective January 1, 1956.]** *effective with respect to services performed after December 31, 1955, or after such later date which is the earliest date authorized for such coverage by Section 218 (f) (1) of Title II of the federal social security act.*

Section 8. Section 22214 is amended to read:

22214. The board shall execute a modification of the agreement in conformity with the provisions of Section 218 of the Social Security Act and applicable federal regulations adopted pursuant thereto to include the services of members in positions covered by each retirement system, as defined in Sction 22009 (k) (1) established by division of the State Employees' Retirement System with respect to employees of each school district which has elected to be subject to Section 20493 of this code upon application of such district, as directed in Section 22154. Said modification shall **[be executed no later than December 31, 1959, and shall]** include all members of such system not mandatorily excluded under the agreement, **[with coverage effective January 1, 1956.]** *and shall be effective with respect to services performed after December 31, 1955, or after such later date which is the earliest date authorized for such coverage by Section 218 (f) (1) of Title II of the federal social security act.* The governing body of each such district shall, prior to the execution of the modification, enter into an agreement with the board in accordance with Section 22203.

Section 9. This act shall become effective upon passage.

Referred to Committee on Legislation.
Adopted as amended, p. 126.

Additional Vice President in District No. 8

Resolution No. 218—Presented by Painters District Council No. 33, San Jose.

Whereas, The Constitution of the California Labor Federation, AFL-CIO, provides for Geographical Vice Presidents on a district basis; and

Whereas, Those districts having greater than ordinary population and union membership have been assigned more than one Geographical Vice President; and

Whereas, District No. 8 (San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey Counties) has but one Geographical Vice President; and

Whereas, The population of these counties is now in excess of 1,250,000 people; and

Whereas, The union membership in these counties is in excess of 160,000 members; and

Whereas, It is difficult, if not impossible, for one Geographical Vice President to handle the organizational work and other problems of so many people over a widespread area; and

Whereas, District No. 8 would be more properly and adequately represented by having two Geographical Vice Presidents; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, amend its Constitution, as follows:

Amend Article IV, Section 1:

Strike the number "34" in the first sentence and substitute the number "35".

Amend Article IV, Section 1, subsection (b):

Strike the number "24" and substitute the number "25".

Amend Article IV, Section 3:

Strike the number "24" in the first sentence and substitute the number "25".

Amend Article IV, Section 3:

In the present paragraph which reads,

"District No. 8 (San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey Counties) one Vice President". Strike the words "one Vice President", and substitute the following: "two Vice Presidents. The offices of this district shall be numbered 8A and 8B".

Referred to Committee on Constitution.
Filed; subject matter referred to Executive Council, p. 51.

Reaffirm Endorsement and Support of Jewish Labor Committee

Resolution No. 219—Presented by Ladies Garment Workers Nos. 55, 58, 84, 97 and 512, Los Angeles.

Whereas, As an integral part of the labor movement, the Jewish Labor Committee cooperates closely with the AFL-CIO in pursuit of common social and economic ideals and human values; and

Whereas, The Jewish Labor Committee has been in the forefront of the struggle for freedom and against all forms of segregation, discrimination and prejudice based on color, creed, national origin or ancestry; and

Whereas, The Jewish Labor Committee is engaged in a sustained, diverse and extensive program of promoting rights and equal opportunities for all through education, legislation, litigation, and cooperative civic action; and

Whereas, The Jewish Labor Committee has helped to provide leadership in the world-wide fight for liberty against the forces of Communist and Fascist totalitarianism; and

Whereas, The Jewish Labor Committee furnishes unions as well as other community groups with information, research, materials, staff and consultation services to promote human relations programs; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, reaffirms its endorsement of the Jewish Labor Committee, expresses its profound commendation of the dynamic community leadership of this vital institution of the labor movement, and urges affiliated AFL-CIO unions to continue their cooperation and support.

Referred to Committee on Resolutions.
Adopted, p. 125.

Protect American Citizens From Discrimination By Foreign Governments

Resolution No. 220—Presented by Ladies' Garment Workers Union Nos. 55, 58, 84, 97 and 512, Los Angeles.

Whereas, It is fundamental to the integrity of United States citizenship that all citizens receive the equal protection of the government in their right to travel and engage in lawful activity abroad without distinction based on race, religion or ancestry; and

Whereas, Protection of this right is an inherent and basic function of United States sovereignty; and

Whereas, Many American citizens are being deprived of the protection of this right and are being subjected to burdensome and discriminatory treatment by foreign governments; and

Whereas, Particularly blatant instances of such violation of American sovereignty and the rights of citizenship are the Arabian government's widening practices of discriminating and applying sanctions against the American Jewish citizens solely on the basis of the religious faith of such citizens; and

Whereas, Such discrimination and sanctions against American Jews include the boycotting and blacklisting of American firms employing Jewish workers, the refusal to honor United States passports of American Jews, and the exclusion of American Jews from military and civilian service at American military installations in Arab countries; and

Whereas, The United States State Department has failed to take effective action to safeguard the inviolability of American citizenship against such sanctions and has frequently acceded to the discriminatory practices of the Arab countries; therefore be it

Resolved, That this third convention of the California Labor Federation calls upon the federal government to enunciate and implement a clear and explicit policy of protecting American citizens from discrimination and sanctions by foreign governments on the basis of race, religion or ancestry.

Referred to Committee on Resolutions.
Adopted, p. 107.

Continue Support of California Citizens Committee For Agricultural Labor

Resolution No. 221—Presented by Ladies' Garment Workers Union Nos. 55, 58, 84, 97 and 512, Los Angeles.

Whereas, The California Citizens Committee for Agricultural Labor, since its formation in April 1959 by public-spirited individuals from labor, religious, minor-

ity, and other groups, has functioned to focus public opinion on the plight of California's farm workers and sought to arouse community support on their behalf; and

Whereas, The Citizens Committee has performed a great service by presenting testimony and documentation before various state and federal bodies on the urgent need for the adoption of measures to provide agricultural workers with the same rights, benefits, and responsibilities enjoyed by other workers; and

Whereas, Organized labor is in profound agreement with the committee's efforts to elevate farm workers to first-class citizenship in all aspects of their life, as evidenced by the resolution passed at the second convention of the California Labor Federation, AFL-CIO, pledging full support and assistance to the Committee; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO go on record commending the Committee for its untiring efforts on behalf of farm workers; and be it further

Resolved, That this third convention of the California Labor Federation pledges continued support to the California Citizens Committee for Agricultural Labor and urges all affiliated bodies to aid the work of the Committee and help provide the financial assistance required to expand the Committee's program.

Referred to Committee on Resolutions.
Filed, p. 69.

Pay For Jury Duty

Resolution No. 222—Presented by Office and Professional Employees Union No. 3, San Francisco.

Whereas, The citizens of this country should be allowed the privilege to serve on a jury if their name is chosen; and

Whereas, If their name is chosen for duty on a jury, there should be no financial hardship; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, exert every effort to sponsor legislation requiring employers to make up the difference of pay to employees who are called to serve on jury duty.

Referred to Committee on Legislation.
Adopted, p. 115.

Prohibit Transportation of Strikebreakers Across State Boundaries

Resolution No. 223—Presented by Central Labor Council, Bakersfield.

Whereas, The strike of two newspapers in Portland, Oregon, has pointed up an anti-labor business venture designed to furnish professional rats to the unfair publishers in Portland from a central location within the United States; and

Whereas, This commercial strikebreaking activity is peculiar to the printing trades at this time, there is no reason to doubt its eventual spread to industries under the jurisdiction of the building trades and other unions; and

Whereas, The only interest of these rats is the unfair monetary advantage to themselves; and

Whereas, They contribute nothing to the improved working conditions, wages or economic stability of a community; and

Whereas, The importing of professional strikebreakers into a state is ruinous to fair conditions of employment; and

Whereas, It is the responsibility of a state government to protect free collective bargaining; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO introduce legislation at the 1961 general session, California legislature to prohibit the transportation of strikebreakers across its boundaries.

Referred to Committee on Legislation.
Filed, p. 113. See Resolution No. 1.

Guarantee Employer - Payment of Health and Welfare Contributions

Resolution No. 224—Presented by Central Labor Council, Bakersfield.

Whereas, Provisions for the benefits of health and welfare plans are designed for the benefit of the employee and his family; and

Whereas, It is not uncommon for an employer, either wilfully or without financial ability, to default on his health and welfare contributions; and

Whereas, By the employer failing to make current health and welfare contributions, the protective policy for the employee and his family is permitted to lapse; and

Whereas, Many times great hardship is suffered by the employee and his family because of such lapse of policy; and

Whereas, The employee and his family under such conditions frequently finds himself obligated for medical bills of great amounts for himself or his family; now, therefore, be it

Resolved, That the third convention of

the California Labor Federation go on record to introduce legislation to supplement Section 227 of the California Labor Code (which provides only for criminal penalty) with legislation to provide that a surety bond in the amount of $1,000.00 be required to be posted by the employer with the Director of Industrial Relations, or by securing from the Director of Industrial Relations a certificate of consent to secure payments to the health and welfare plan which may be given upon furnishing proof satisfactory to the Director of Industrial Relations of ability to secure said payments and to pay any health and welfare contributions that may become due, as a guarantee that the payments prescribed in the health and welfare plan will be current for the period of the contract. Failure to comply with this provision shall constitute a violation of Section 227 of the California Labor Code.

Referred to Committee on Legislation.
Adopted, p. 56.

Continue Office of Consumer Counsel and Expand Staff

Resolution No. 225—Presented by Auto Workers No. 887, Los Angeles.

Whereas, The 1959 legislature, at the urging of Governor Brown, created the office of "Consumer Counsel" for the purpose of protecting the rights and interests of the consumer in the market place from the practices of those sellers of goods, merchandise and services who would victimize the consumer by pressure tactics, shadowy sales and promotion methods and unethical and false methods of advertising and sales; and

Whereas, Governor Brown appointed Mrs. Helen Nelson as his Consumer Counsel, and since her appointment Mrs. Nelson has done an excellent job protecting the consumer in the market place; and

Whereas, The protection of the consumer from these practices is of the greatest interest to the members of organized labor for they form the bulk of the consumer market in this state; and

Whereas, The interests of the consumer and the working man require not only the continuation of the excellent work being done by Mrs. Nelson and her staff, but the supplementation and increase of the work by the provision of additional and greater funds with which to operate; now, therefore, be it

Resolved, That the third convention of the California Labor Federation seek to have the legislature make provision for the continuance of the office of Consumer Counsel and for the expansion of the staff of the Consumer Counsel commensurate with the great need which exists throughout the state for the protection of the consumer.

Referred to Committee on Resolutions.
Adopted as amended, p. 109.

Rehabilitation of Injured Workers

Resolution No. 226—Presented by Auto Workers No. 887, Los Angeles.

Whereas, The Workmen's Compensation Act of this state does not provide for the physical and vocational rehabilitation of the industrially injured worker; and

Whereas, In most cases, insurance carriers and employers do not provide rehabilitation and if rehabilitation is finally secured by the seriously industrially injured worker it is usually accomplished at the cost of the taxpayers through the State Rehabilitation Service; and

Whereas, It is properly the responsibility of the employers and the compensation insurance carrier to rehabilitate the seriously injured worker; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, as part of its legislative program for 1961, seek to secure an amendment to the Workmen's Compensation Act providing for the vocational and physical rehabilitation of the industrially injured worker at the expense of the employer and Workmen's Compensation insurance carrier; and be it further

Resolved, That during periods of rehabilitative training a worker shall be entitled to temporary disability payments.

Referred to Committee on Legislation.
Adopted, p. 141.

Payment of Death Benefits Where There Are No Dependents

Resolution No. 227—Presented by Auto Workers No. 887, Los Angeles.

Whereas, Under the present California Workmen's Compensation Act, if a worker is killed in an industrial accident and leaves no dependents, the insurance carrier or employer is under no liability to make any death benefit payments; and

Whereas, Such a provision in the law results in unjustified enrichment to the insurance companies and employer; and

Whereas, A problem exists in a small minority of industrial cases in collecting the award for the industrially injured worker when his employer was uninsured

in violation of the law and is financially irresponsible; now, therefore, be it

Resolved, That the third convention of the California Labor Federation seek, as part of its legislative program, to have an amendment added to the Workmen's Compensation Law to provide that where a worker dies or is killed in an industrial accident and leaves no surviving dependents that the full death benefit shall be paid into a specially created fund out of which other industrially injured workers who suffer injury while employed by uninsured financially irresponsible employers may secure some measure of reimbursement and payments of the benefits awarded to them by the Industrial Accident Commission. It is suggested that this fund be administered and be legally handled in the same manner as the Subsequent Injuries Fund.

Referred to Committee on Legislation.
Adopted, p. 143.

Penalty For Delay In Compensation Payments

Resolution No. 228—Presented by Auto Workers No. 887, Los Angeles.

Whereas, In case of industrial injury where the insurance company or the employer fails or refuses to pay Workmen's Compensation due for temporary disability, the worker must file a claim and ask for a hearing before the Industrial Accident Commission; and

Whereas, The procedure before the Industrial Accident Commission may require a considerable length of time after which the Industrial Accident Commission Referee issues his decision; and

Whereas, After such period of time, if the Referee finds that the insurance company or the employer should have paid temporary disability compensation but failed to do so, all that is required by the award is that the worker receive exactly the same amount of compensation as he was entitled to in the first place. There is no penalty assessed against the employer or the insurance company for failing to pay the compensation in the first instance and making the worker wait long periods of time for the money which is rightfully his; and

Whereas, In all other cases at law, provision is made that where money is due and owing and court proceedings are required to collect the money that interest is payable from the date that the money was first due and owing; and

Whereas, If such a provision were added to the Workmen's Compensation Act, it is certain that the number of injured workers who are required to wait unreasonable periods of time for the payment of temporary disability compensation and go through proceedings before the Industrial Accident Commission to secure an award for temporary disability compensation will be substantially reduced if the insurance carriers and employers find that delay will cost them money; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to seek to have the 1961 session of the state legislature add a provision to the Workmen's Compensation Act providing that in cases where an award is issued by the Industrial Accident Commission for temporary disability that interest at the legal rate of 7% be paid on that award commencing the date that the commission finds the compensation was originally due and owing and not paid by the insurance carrier or the employer.

Referred to Committee on Legislation.
Adopted, p. 143.

Commending Industrial Accident Commission

Resolution No. 229—Presented by Auto Workers No. 887, Los Angeles.

Whereas, There has been a substantial change in the membership of the Industrial Accident Commission since Governor Brown took office in January of 1959; and

Whereas, Governor Brown has appointed to the Industrial Accident Commission men from the ranks of labor and men from industry and the public, who are not only qualified for the work on the Industrial Accident Commission, but who are carrying out the intent of the law to pay industrially injured workers benefits speedily and with liberality of interpretation of the law; and

Whereas, The change in the membership of the Commission has been reflected by a substantial improvement, and the Commission is now operating with greater speed, with less legality and red tape and is interpreting the Workmen's Compensation Act more progressively than its predecessors did; now, therefore, be it

Resolved, That the third convention of the California Labor Federation commend Governor Brown for the appointments that he has made to the Industrial Accident Commission, and commend the Industrial Accident Commission for the great improvement which has been dem-

onstrated in the handling of its cases and the manner in which the law is being interpreted, and for the work that the Commission has done in the cutting of red tape and reducing the unnecessary legalities which the injured worker was exposed to.

Referred to Committee on Resolutions.
Non-concurred, p. 69.

Prevailing Union Wage Rates in All Government Service Contracts

Resolution No. 230—Presented by Building Service Employees No. 87, San Francisco.

Whereas, The Building Service Unions in California have had union contracts with the large maintenance and janitorial companies who specialize in cleaning government and military installations such as Fort McArthur, Fort Ord, Fort Mason and federal office buildings; and

Whereas, Non-union maintenance companies have submitted lower bids for this type of work because of their low wage scales and the minimum fringe benefits which they offer to their employees; and

Whereas, These non-union companies have been able to secure these bids with the resultant loss of hundreds of jobs for union members; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record as endorsing amendments to the Walsh-Healey and Davis-Bacon Acts that the prevailing union area wage rates apply to government service contracts regardless of the amount and that all bids submitted for government service contracts reflect these union wage rates and other fringe conditions. A copy of this endorsement should be sent to the national AFL-CIO headquarters in Washington, D. C., for appropriate legislative action in the next congressional session.

Referred to Committee on Resolutions.
Adopted, p. 28.

Register and Vote in November Election

Resolution No. 231—Presented by Service and Maintenance Employees No. 399, Los Angeles.

Whereas, The labor movement has been severely handicapped and restricted in the past few years by vicious anti-labor legislation, both on the local and the national level; and

Whereas, The courts have further, through conservative interpretation of these laws, restricted the economic activities of organized labor; and

Whereas, The "right to work" proponents are still active in the state of California; and

Whereas, One of the most important public elections in the history of the United States will be held in 1960; therefore be it

Resolved, That the third convention of the California Labor Federation go on record that the AFL-CIO labor unions within the state of California use every avenue possible to educate and inform their membership of the necessity to register and vote in the coming 1960 election; and further be it

Resolved, That the California State Federation of Labor go on record in support of this political action; and further be it

Resolved, That the California State Federation of Labor recommend that all AFL-CIO unions have registrars available within their union office, including business agents and union officers, to register the members; and further be it

Resolved, That each local union check the registration of their membership with the County Registrar's office in order to gain the highest possible registration among union members within the state of California.

Referred to Committee on Resolutions.
Filed, p. 124. See Resolution No. 50.

Gear Public Employees' Retirement Allowances to Cost of Living

Resolution No. 232—Presented by Contra Costa County Employees No. 675, Martinez.

Whereas, The past twenty years have seen a steady increase in the cost of living; and

Whereas, The retired public employees, living as they must on fixed retirement allowances, are suffering acutely as the ravages of inflation continue to erode their incomes; and

Whereas, The state legislature and the governing bodies of local jurisdictions generally have from time to time but not consistently granted increases to these retired employees; and

Whereas, Large numbers of otherwise superannuated employees remain in active employment until compulsory retirement age for fear of losing the value of their retirement allowances because of inflation; now, therefore, be it

Resolved, That the third convention of the California Labor Federation direct the Federation's legislative staff to prepare

legislation amending the retirement laws affecting the state employees and the agencies contracting with the state for retirement, and amending the County Employees Retirement Law of 1937 to provide that retirement allowances of retired employees be geared to the Consumer Price Index, or some other index to accomplish the same purpose, so that the retirement allowances would fluctuate with the cost of living, and providing a reasonable ceiling on the amount that the allowance could fluctuate upward or downward in any one year, and providing that the allowance could not be reduced below the amount initially received by the retired employee upon his retirement; and be it further

Resolved, That the legislature be requested to increase the allowances of those already retired under the State Employees Retirement Law and under the County Employees Retirement Law of 1937 according to the following schedule in order to at least partially increase their allowances to compensate them for the losses already incurred as a result of inflation:

Date Retired	Increase
Before 7/1/56	10% (not to exceed $50 a month or be less than $10 a month)
7/1/56 - 6/30/57	8% " " "
7/1/57 - 6/30/58	6% " " "
7/1/58 - 6/30/59	4% " " "
7/1/59 - 6/30/60	2% " " "

and be it further

Resolved, That the governing bodies of local public jurisdictions be requested to apply the above schedule of increases to their retired employees where such increases are necessary to compensate these retired personnel for the losses in their allowances due to inflation; and be it further

Resolved, That the convention direct the Federation's legislative staff to work with the sponsors of this resolution in getting the proposed legislation drafted.

Referred to Committee on Legislation.
Adopted as amended, p. 126.

Constitutional Amendment on Vice Presidents

Resolution No. 233—Presented by the Executive Council of the California Labor Federation, AFL-CIO.

Whereas, As part of the Merger Agreement, it was agreed that there would be two full time General Vice Presidents, each of whom would receive a salary of $1,042.00 a month; and

Whereas, Experience has established that the need for two such General Vice Presidents is no longer necessary and that the savings resulting can be more beneficially used for other purposes of the Federation and that the same structure of representation can be guaranteed by increasing the At Large Vice Presidents to nine; now, therefore, be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO amend the Constitution of the California Labor Federation, AFL-CIO as follows:

1. Article IV, Section 1(a) change "Two General Vice Presidents"; to "A General Vice President";
2. Article IV, Section 1(c) change "Eight to "Nine".
3. Repeal Section 2 of Article IV and renumber remaining sections.
4. Article IV, Section 4, change "and H" to "H and I".
5. Article V A(2), Section 2(c) change "Presidents" to "President".
6. Article V A(3) Section 2 change
   "For General Vice Presidents
   Office A
   John Doe .....
   John White.....
   Office B
   June Brown .....
   Mary Jones ....."
   to
   "For General Vice President
   John Doe.....
   John White ....."
7. Article VIII, line two of the title change "Presidents" to "President".
8. Article VIII, Section 1, delete the entire section and insert the following:
   "Section 1. The General Vice President shall represent the Federation. His duties shall be assigned by the Secretary-Treasurer, and he shall work under the direction and supervision of the Secretary-Treasurer."
9. Article VIII, Section 2, change the words "Each of the General Vice Presidents" to "The General Vice President."
10. Article IX, Section 6, line 20, change "offices of General Vice Presidents" to "office of the General Vice President."
11. Article XII, Section 3, change "Each of the General Vice Presidents" to "The General Vice President."

Referred to Committee on Constitution.
Adopted, p. 51.

Affiliation of Unions in State of Hawaii

Resolution No. 234—Presented by the Executive Council of the California Labor Federation, AFL-CIO.

Whereas, The Territory of Hawaii has been admitted to full statehood and undoubtedly will shortly have a federation comparable to our California Labor Federation, AFL-CIO; and

Whereas, It is desirable that all affiliates from that territory should be affiliated with that federation and not this federation; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, amends Article III, Section 1, by deleting the words "and the Territory of Hawaii."

Referred to Committee on Constitution.
Adopted as amended, p. 50.

Restrict Private Employment Agency Fees

Resolution No. 235—Presented by the Executive Council of the California Labor Federation, AFL-CIO.

Whereas, There is now no California law restricting fees which private employment agencies may charge for their job placement services; and

Whereas, Fees which were already too high have continued to rise during recent years; and

Whereas, The unemployed worker seeking a job is, by virtue of his economic needs, least able to resist the extremely high fees exacted by the employment agencies and least able to pay the fees immediately after obtaining work; and

Whereas, In the absence of legislation restricting such fees there can be no way to modify the top heavy fee structure of the employment agencies or prevent them from soaring to even higher levels; therefore be it

Resolved, That this third convention of the California Labor Federation reaffirms its previous stand in favor of legislative action to restrict the fees California's private employment agencies are permitted to charge job seekers, and directs the incoming officers and executive board to do all in their power to secure the enactment of legislation to effect such fee limitation by the 1961 session of the California legislature.

Referred to Committee on Legislation.
Adopted, p. 129.

Priority of Wage Claims Over Tax Claims in Insolvency Situations

Resolution No. 236—Presented by the Executive Council of the California Labor Federation, AFL-CIO.

Whereas, The Federal Bankruptcy Act recognizes the priority of unpaid wages due by an insolvent earned within ninety days immediately prior to the institution of bankruptcy proceedings over federal tax claims; and

Whereas, The Federal Bankruptcy Act is the primary statute governing insolvency proceedings; and

Whereas, Certain other federal statutes and certain state statutes and judicial decisions interpreting them do not recognize this important priority; and

Whereas, Wage earners generally are prejudiced by a growing tendency to subordinate priority wage claims to tax demands; therefore be it

Resolved, That this third convention of the California Labor Federation stands firmly in favor of legislative action wherever necessary guaranteeing and assuring wage earners in insolvency situations priority over federal and state tax claims, as to unpaid wages and fringe benefits.

Referred to Committee on Legislation.
Adopted, p. 125.

Referrals by Private Agencies to Jobs Covered by Union Shop Agreements

Resolution No. 237—Presented by California State Council of Retail Clerks.

Whereas, In many instances private employment agencies are used by employers to circumvent employment procedures agreed to in union agreements; and

Whereas, Applicants sent to enterprises covered by union shop agreements must pay two fees to retain their job, i.e., an initiation fee to the union within a thirty (30) day period and an exorbitant fee to an employment agency lest it balloon into an astronomical figure; therefore be it

Resolved, That the third convention of the California Labor Federation go on record to introduce an amendment to the California Labor Code in the next legislature to restrain and prohibit private employment agencies from handling job referrals to any enterprise covered by a union agreement containing a union shop clause.

Referred to Committee on Legislation.
Adopted, p. 129.

Organizational and Bargaining Rights in Intrastate Commerce

Resolution No. 238—Presented by California State Council of Retail Clerks.

Whereas, Working people employed in local business and industry in California are denied an effective right to collective bargaining and have no protection against discrimination, coercion and interference by their employers for the purpose of preventing working people from exercising the right of collective bargaining through representatives of their own choosing; now, therefore, be it

Resolved, That the third convention of the California Labor Federation be requested to prepare, in consultation with California labor attorneys, and thereafter offer to the next session of the legislature appropriate legislation providing effective machinery for the implementation and protection of organizational and collective bargaining rights in intrastate commerce.

Referred to Committee on Legislation.
Adopted as amended, pp. 115-116.

Join Boycott Against Sears Roebuck

Resolution No. 239—Presented by California State Council of Retail Clerks.

Whereas, Members of the Retail Clerks, Building Service Employees and Office Employees, Teamsters and Warehousemen and Building Trades employed at Sears Roebuck in San Francisco in the exercise of rights guaranteed them by their union contracts and the law, acting in accordance with the highest traditions of trade unionism by respecting duly sanctioned picket lines of the Machinist Union engaged in an economic strike against Sears; and

Whereas, As a result of adherence to these high traditions of organized labor, 262 union members with seniority at Sears for as much as 19 years, were summarily locked out and fired from their jobs when they returned to work after the removal of the picket lines; and

Whereas, Other members of organized labor who were returned to their jobs have been subjected to vicious programs of discrimination and harassment because they upheld union principles in refusing to cross a duly sanctioned picket line; and

Whereas, It is plain from Sears' conduct in San Francisco and in other areas of the country that Sears intends to use its national open shop policy for the purpose of driving unions out of its stores in San Francisco and other areas where it operates stores as part of an anti-union program; and

Whereas, The San Francisco labor movement, acting through the San Francisco Labor Council, with a strong display of unity, is resisting with all its resources this direct attack on organized labor by Sears Roebuck and Company; and the San Francisco Labor Council has instituted a program of full support for the discharged and locked-out members of organized labor and is otherwise protesting the anti-union program of Sears, and in furtherance the San Francisco Labor Council has embarked upon a consumer boycott of Sears and has called upon all organized labor in the United States and Canada for support of this consumer boycott; and

Whereas, It is of critical importance to all segments of organized labor, including City Central Bodies, State Federations and other counterparts in Canada, local as well as international unions, that the boycott instituted by the San Francisco Labor Council be given vigorous and effective support, so that it may be demonstrated to Sears and to other like-minded employers that a program of union and discrimination against members of organized labor, who uphold basic union principles, will not be tolerated by the public and that organized labor will resist such action with all the strength of a free and democratic trade union movement; and

Whereas, We are aware of the tragic position of members of organized labor who have suffered unemployment degradation, and blacklisting, after many years of productive employment and service on behalf of Sears in San Francisco, and we are distressed by their appeal for support in obtaining reinstatement to their former positions with full and adequate redress, and recognizing the solemn duty and obligation of organized labor to rally to the support of their brothers and sisters who have been victimized in San Francisco for exercising basic trade union principles; now, therefore, be it

Resolved, That the third convention of the California Labor Federation hereby records its vigorous and continuous support of the members of organized labor in San Francisco, victims of Sears' anti-union attack and that it joins wholeheartedly in the consumer boycott against Sears Roebuck and undertakes to establish a program implementing the boycott against Sears Roebuck; and, be it further

Resolved, That, in view of the critical principles of trade unionism which are involved, in the San Francisco Sears story

and the widespread implications of Sears' assault upon members of organized labor, this body herewith undertakes to establish a Sears Boycott Committee, representative of organized labor in this area, for the purpose of giving full attention to a program designed to further in every lawful way the San Francisco Labor Council boycott against Sears, and circulate widely to trade unionists and to the public the "San Francisco Sears Story" to the end of achieving an effective consumer boycott of Sears in this area.

Referred to Committee on Resolutions.
Filed, p. 132. See Resolution No. 149.

Regulation of Private Employment Agencies

Resolution No. 240—Presented by California State Council of Retail Clerks.

Whereas, Private employment agencies (excluding agencies for professional or theatrical services) are increasing in number with the rapid growth of population to the point where they gross $10,500,000.00 annually; and

Whereas, These private employment agencies are competing daily with our free state employment service; and

Whereas, To insure and protect job applicants from many improper practices, the State Labor Code has regulations that govern the conduct of private employment agencies; and

Whereas, The Labor Commissioner of the State of California has control and regulatory jurisdiction over these agencies; therefore be it

Resolved, That the third convention of the California Labor Federation go on record to undertake the task of putting in action such machinery that will insure aid to the Labor Commissioner so that strict enforcement of Sections 1622 and 1624 will be assured to future job seekers.

Referred to Committee on Resolutions.
Adopted, p. 125.

Improve Definition of Eligibility for U. I. Benefits

Resolution No. 241—Presented by California State Council of Retail Clerks.

Whereas, A ruling from the Attorney General's office has established that a claimant for unemployment insurance who is unavailable for work one day is unavailable for work an entire week and is, therefore, ineligible for benefits for that week; and

Whereas, Recent changes in the Unemployment Insurance Code set forth exceptions to the above ruling as limited to:

a. Claimants, who are unavailable for work, for a period not to exceed two days, due to the death of a member of their immediate family, and

b. Claimants, who are unavailable for work for a period not longer than two days if unlawfully detained.

Therefore be it

Resolved, That the third convention of the California Labor Federation go on record to take steps to bring about a clear definition through legislative action, allowing the Department of Employment the right to grant benefits to claimants who happen to be unavailable for work due to compelling reasons.

Referred to Committee on Legislation.
Adopted, p. 141.

State Government to Remain Neutral in Labor Disputes

Resolution No. 242—Presented by California State Council of Retail Clerks.

Whereas, In the case of the Les Bacon Ford Agency of Hermosa Beach, an unfair employer guilty of violating the law by refusal to bargain and other discriminatory treatment of its employees, the State of California in effect was placed in the position of a strikebreaker by taking deliveries of automobiles from Les Bacon through a Retail Clerks Union picket line; and

Whereas, As a result of the Les Bacon incident and other similar experiences of organized labor, it appears that legislation is needed to allow the State to refrain from doing business with employers who are unfair to organized labor; and

Whereas, Justice requires that the State Government and all departments and agencies thereof should at all times remain neutral in labor disputes, and when the State or any agency or department does business with a struck or unfair employer the State is no longer neutral but, in fact, is aiding the employer against labor; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to prepare and offer appropriate legislation at the next session of the legislature to insure that all business dealings between the State or any department or agency thereof and an employer shall cease while such employer is engaged in a dispute with organized labor.

Referred to Committee on Legislation.
Adopted, p. 116.

Organizational Rights for Public Employees

Resolution No. 243—Presented by California State Association of Electrical Workers.

Whereas, Our great State of California is, and has been in the forefront in the field of social legislation; and

Whereas, The state legislature, in keeping with this tradition, has enacted specific provisions into the Labor Code which secure to all the working people of California, with one exception, the right to form or to join organizations of their own choosing in order to raise their standards and to further their welfare; and

Whereas, This one exception referred to above is the public employee, working for the various jurisdictions within the state; and

Whereas, Public employees in the State of California now comprise over 17% of the entire work force; and

Whereas, Withholding from so large a segment of our working people their basic rights as free Americans, is not only discriminatory, but to the degree that it fosters a second-class citizenship working under substandard conditions, it adversely affects the progress of organized labor in the State of California; now, therefore, be it

Resolved, That the third convention of the California Labor Federation instruct the Secretary-Treasurer, the other officers, and the Executive Council to use the full resources of their offices and of this Federation to the end that the 1961 session of the state legislature add such new sections to the State Labor Code as will secure to public employees of all jurisdictions within the state the rights enjoyed by their peers in private employment, namely, the right to form and to join bona fide labor organizations of their own choosing; and be it further

Resolved, That upon the attainment of the objectives of the above resolution, this Federation, through its constituent councils and locals, shall institute a vigorous and effective organizing effort among the public employees of this state, aimed at bringing them into the respective local unions having jurisdiction.

Referred to Committee on Legislation.
Adopted as amended, p. 126.

Organizational and Collective Bargaining Rights for Public Employees

Resolution No. 244—Presented by California State Association of Electrical Workers.

Whereas, The State of California has enacted laws safeguarding the rights of all workers in private industry in their organization, collective bargaining, etc.; and

Whereas, Public employees of several other states have, during the past few years, been successful in obtaining from their state legislatures similar rights; and

Whereas, Public employees in the State of California do not presently have the right to union organization or collective bargaining; now, therefore, be it

Resolved, That the third convention of the California Labor Federation instructs the Executive Council to use all their resources to have the 1961 session of the legislature enact laws which will secure to the thousands of public employees in this state the right to join bona fide labor organizations; and to have their representatives engage in collective bargaining with their various jurisdictions in the matter of wages, hours, working conditions, and such other matters as are normally resolved in this manner.

Referred to Committee on Legislation.
Adopted, p. 126.

Oppose Department of Employment's Pre-Apprentice Indentureship Program

Resolution No. 245—Presented by California State Association of Electrical Workers.

Whereas, The State Association of Electrical Workers, IBEW views with alarm the Department of Employment's plans for pre-apprentice indentureship in apprenticeable trades; and

Whereas, This outside interference by another state agency, having nothing in common with apprenticeship, can only lead to resentment and undermine the confidence and good relationship existing at present with the California Division of Apprenticeship Standards; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record as opposed to any such action by the California Department of Employment.

Referred to Committee on Resolutions.
Adopted, p. 67.

Civil Service Apprenticeship Program Under Established Standards

Resolution No. 246—Presented by California State Association of Electrical Workers.

Whereas, The electrical construction industry has for years maintained and developed an outstanding apprenticeship program; and

Whereas, The establishment of a Civil Service Apprenticeship Program is a duplication and encroachment of existing services; and

Whereas, The approval of such a program may not meet established standards and work experience; now, therefore, be it

Resolved, That the third convention of the California Labor Federation only approve the establishment of a Civil Service Apprenticeship Program that meets the standards established under the Shelley-Maloney Act and as approved for apprenticeship training.

Referred to Committee on Resolutions.
Adopted, p. 125.

Enact State Forand-Type Legislation

Resolution No. 247—Presented by California State Association of Electrical Workers.

Whereas, The Forand Bill, HR 4700 was not voted to be enacted into law by the Congress; and

Whereas, The House Ways and Means Committee rejected a modified version of Forand-type legislation; and

Whereas, The House Ways and Means Committee voted out of committee a totally inadequate bill that falls far short of providing the necessary care for the aged, the widows and orphans who number approximately twelve million persons; and

Whereas, The Senate version of Forand-type legislation may also fall far short of the need of the aged; now, therefore be it

Resolved, That the third convention of the California Labor Federation go on record as requesting that the legislature of the State of California enact Forand-type legislation at the earliest possible date.

Referred to Committee on Legislation.
Adopted, p. 135.

Resolution No. 248
(Withdrawn on request by sponsor.)

Increase Income Limitation for Social Security Recipients

Resolution No. 249—Presented by California State Association of Electrical Workers.

Whereas, Times have changed considerably with regard to people drawing Social Security; and

Whereas, Recipients of Social Security are permitted to earn $1,200.00 per year without affecting their Social Security; and

Whereas, Such income limitation was derived for situations and conditions existing several years ago; and

Whereas, Great financial change has been made these past several years, bringing forth undue hardship to people drawing Social Security because of the work income limitation of $1,200.00; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to support an amendment to the Social Security Act to increase the income limitation provision from $1,200.00 to $2,500.00 in any one calendar year.

Referred to Committee on Resolutions.
Adopted, p. 77.

Strengthen Contractors License Law

Resolution No. 250—Presented by California State Association of Electrical Workers.

Whereas, A serious situation has arisen in our state in which the public and the legitimate building industry as a whole are suffering; and

Whereas, A high percentage of license holders are taking advantage of various weaknesses in the State License law; and

Whereas, The State License law is an instrument to protect the consumer public; therefore be it

Resolved, That the third convention of the California Labor Federation go on record as follows:

That a probationary period of one year be established for all licensees.

That the present license fee be increased to $100.00.

That all license holders must have a fixed place of business in a commercially zoned building, with a business telephone and a sign.

That a mandatory provision be included in the licensing law requiring that any contracting or sub-contracting firm which is unable to fulfill its financial obligations shall have its license or the license of its R.M.E or R.M.O. picked up until all labor and material bills are paid in full.

That a license holder be prevented from renting or lending his license to any other person or employer.

That when a R.M.E. or R.M.O. leaves a corporation, company, or employer, re-

gardless of time employed by such employer, the corporation, company or employer must pass a state examination before being allowed to do any contracting in the State of California.

That any holder of a state contractor's license not actively engaged in the contracting business shall be required to file his license in an inactive status with the proper authority and all licensees must give a thirty-day notice of intention to reactivate said license before actually engaging in the contracting business.

Referred to Committee on Resolutions. Adopted, p. 42.

Jurisdictional Raids by Certain So-Called Independent Unions

Resolution No. 251—Presented by California State Association of Electrical Workers.

Whereas, Organizational raids by the United Electrical, Radio, and Machine Workers (UE), an independent union, are increasing; and

Whereas, These raids and harassing tactics have interrupted years of harmonious relationship between Electrical Workers Local Union 1710 members and employers under contract; and

Whereas, These tactics have caused Local Union 1710 to direct substantial sums of money, time and effort to fighting off these disrupting raids; and

Whereas, This money, time and effort would otherwise have been used for the benefit of Local Union 1710 members affected; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record as opposing organizational raids by the UE affecting the established jurisdiction of the IBEW throughout the State of California, and consider a raid by the UE against one IBEW local union, affiliated with the State Association, a raid against all IBEW local unions; and be it further

Resolved, That the California Labor Federation calls upon all AFL-CIO unions throughout the state to join together in a concerted program to combat the UE, District 50 of the UMW, and other independent unions that attempt to raid established AFL-CIO jurisdiction.

Referred to Committee on Resolutions. Filed; subject matter referred to Executive Council, p. 134.

End Unfair Competition With Foreign Products

Resolution No. 252—Presented by California State Association of Electrical Workers.

Whereas, One of the prime objects of a labor union is to further the welfare of the American workers; and

Whereas, Many of the jobs of the electrical industry as well as others, are being put to unfair competition with foreign products; and

Whereas, The American worker, with the highest standard of living in the world, is being put to a challenge; and

Whereas, The United States is being flooded with all kinds of materials and equipment in a most serious way; and

Whereas, Our shipbuilding industry, which was the largest and most efficient at the close of World War II, is now practically doing only 3%; and

Whereas, We believe that the Congress of the United States should take steps to protect the American markets by (1) a revision of tariffs and (2) by investigating any secret trade agreements that now exist between this country and others. (Recently in this state, a nine billion power house equipment contract went to a Swiss Company); now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to take immediate steps to meet this unfair competition; and be it further

Resolved, That copies of this resolution be forwarded to all Congressmen and Senators; and be it further

Resolved, That we all take a second look, and revive a "Buy American Products" program before we are looking and wondering where our prosperity went.

Referred to Committee on Resolutions. Filed, p. 113. See Resolution No. 72.

Support Actors Equity On U.I. For Little Theatre Actors

Resolution No. 253—Presented by California State Theatrical Federation.

Whereas, It has come to the attention of Actors Equity Association that the Department of Employment has re-examined the qualifications of actors who perform in Little Theatres* 2 or 3 nights a week for "partial earnings" under Section 1252 of the Unemployment Insurance Code; and

Whereas, The Department has formally advised Actors Equity Association that

actors working in Little Theatre productions are not eligible for benefits under the Code, stating that actors cannot qualify as "part totally or partially unemployed individuals," even though the Department recognizes that actors receive less than their weekly benefit amount and work less than full-time therein; and

Whereas, The Department has unreasonably determined that an actor who gives only 3 performances a week (though recognizing that 7 performances a week normally is a full working week for an actor) is working full-time in a Little Theatre and hence is not "unemployed" under the Act; and

Whereas, The Department has ruled that the actor can not show a loss in income caused by a reduction in hours in any Little Theatre employment, necessary for qualification as a part total and/or partially unemployed individual; and

Whereas, Actors Equity Association has advised the Department as follows: (1) that a normal full-time work week for an actor is 7 performances a week; (2) that an actor works for the Entertainment Industry as a whole; (3) that a producer in a Little Theatre is not an actor's regular employer, but rather the chief source of income and employment for an actor is the entire Entertainment Industry; (4) that the actors act in Little Theatre productions to showcase their talents to secure more gainful employment, and they are at all times, under their contract with the Little Theatre, available and desirous of seeking more gainful employment; (5) that if an actor should refuse to take Little Theatre work to offset his temporary employment, it is clear, and the Department has so advised Actors Equity Association, that he would be entitled to a full weekly benefit amount rather than only a partial benefit amount, thereby costing the taxpayer considerably more benefit payments; now, therefore, be it

Resolved, That the third convention of the California Labor Federation AFL-CIO hereby goes on record in supporting Actors Equity Association in citing the Department of Employment for its misinterpretation of legislative intent by an unreasonable application of Unemployment Insurance Code provisions discriminatorily against actors, in refusing to pay partial benefits to actors who work less than full-time hours and receive less than their weekly benefit amount in the theatre while at the same time being available for and thereby seeking full-time gainful employment.

*Note that we use the term "Little Theatre" only because the Department continues to use that term to cover actors who perform in theatres which generally operate 2 or 3 days a week. However, it is well, at this time, to give clarification in the use of terms. Actors in the Los Angeles Area presently operate under what is known as "Hollywood Area" contracts in Hollywood Area Theatres, taking part in 2 to 7 performances a week. It is clear that the present contract and Hollywood Area Theatres differ considerably from the "Little Theatre" contracts described in the Downs Case Benefit Decision 6056, relied upon by the Department in its most recent interpretations of the Code. However, Actors' Equity Association in no way recognizes the validity of the fundamental rulings set forth in the Downs Decision, covering "Little Theatres" and the actors' contracts as they then read, as newly applied to the Hollywood Area Theatres operating under new Hollywood Area Contracts.

Referred to Committee on Resolutions.
Adopted as amended, pp. 66-77.

Program To Combat Juvenile Delinquency

Resolution No. 254—Presented by California State Theatrical Federation.

Whereas, Organized labor has been subjected to much adverse publicity perpetuated by the monied anti-union forces; and

Whereas, Organized labor must wage an all out campaign periodically to defeat these anti-union forces when they are able to have placed on state ballots so-called "right to work" laws; and

Whereas, It would be to the advantage for organized labor to become associated with a truly public service project and create a feeling of genuine good will in the eyes of every tax paying citizen and every thinking parent in these United States; and

Whereas, Such a project has been developed by the American Guild of Variety Artists, The City of New York, and New York Central Trades & Labor Council in their fight to combat juvenile delinquency; and

Whereas, Since 1950 crime has increased three times as fast as the population, substantiated by FBI reports that the majority of all major crimes today are committed by persons under 21 years of age; and

Whereas, Today, in this country, there are over 1,700,000 children with delin-

quency records. This number excludes those excused because of position or age, those put into unofficial custody, those not yet caught; and

Whereas, Financially, it represents an annual expenditure of between $175 and $200 million dollars by the federal government. This burden is paid by all citizens, by all corporate entities; and

Whereas, In the State of California the cost of prevention alone amounts to millions of dollars each year. Yet the compilation of juvenile delinquency statistics become more tedious, the figures continue to grow like the little bodies responsible for them. Ethically, it represents an absurd waste of the most fundamental of all our resources . . . the ambition and dignity of youth. This is our most flagrant loss; and

Whereas, Each of the youngsters mentioned in these statistics and those that will make next year's figures, is the product of environment for which he is not responsible. Sociologists cite urban readjustment, parental separation, loss of identity in crowded areas, misguided values, close association with crime, poverty, and racial minority discrimination as the prevailing causes. In essence, they represent a loss of identification. There is little love or direction. The children feel unwanted, most are; and

Whereas, An understanding of, and sympathy with, this problem brought about the formation of the jointly sponsored City of New York Youth Board, American Guild of Variety Artists, and New York City Central Trades and Labor Council AFL-CIO Juvenile Delinquency Program; and

Whereas, This program presents professional shows with star talent to youngsters in troubled areas throughout the city. The purpose is to provide examples and outlets for the teenagers. This is but the first step. The incentive to perform created by these shows is kindled again and again by professional instructors who provide the second and actually the most important phase of the program; and

Whereas, These professional talents visit the schools, community centers and city supported lounges where shows are being presented and offer personalized instruction in the theatrical arts. They teach puppetry, dancing, magic, harmonica and other musical instruments, singing, acrobatics, juggling, pantomime, and ventriloquism, etc.; and

Whereas, Each program culminates in a show organized by the instructors, performance by the kids. The sound of applause becomes a lifetime possession. It must be emphasized how great is the impression made upon these youngsters as a result of the opportunity to see famous talents come to them, perform for them, talk to them on their own level, no lecture, no talking down, no sympathy. Respect is apparent on both sides. The kids are made to feel wanted, and an incentive to emulate is created; and

Whereas, American Guild of Variety Artists and American Federation of Musicians are representing such stars as Joey Adams, Louis Armstrong, Eddie Fisher, Tony Bennett, Jackie Robinson, Ritz Bros., Donald O'Connor, and a host of others, who are and will be part of this Juvenile Delinquency Program; and

Whereas, Sponsoring this type of program, the California Labor Federation AFL-CIO will derive benefits in many ways, untold public relations benefits, such as continued positive exposure through both the local and national press, plus other media as the program grows and expands. Local and statewide personal relations in problem areas will be improved by speaking to the youth who shortly will be the major consumers of this state, as well as union members, to their parents, and to social workers and teachers; and

Whereas, The juvenile of today will be the adult of tomorrow and they will be better prepared for the labor market and society in general; therefore be it

Resolved, That this, the third convention of the California Labor Federation, AFL-CIO, meeting in Sacramento August 15 thru 19 inclusive, 1960, go on record as endorsing such a project and instructing its officers and executive board members to appoint a committee to investigate the feasibility and advantages of sponsoring this activity on behalf of the California Labor Federation AFL-CIO; and be it further

Resolved, That the officers and executive board members be empowered to initiate this program if and when they have received favorable recommendation from the appointed committee.

Referred to Committee on Resolutions.
Adopted as amended, pp. 122-123.

Education Of High School Students

Resolution No. 255—Presented by California State Council of Culinary Work-

ers, Bartenders, Hotel and Motel and Club Service Employees.

Whereas, Many high schools in California teach nothing about the trade union movement or instill an anti-union attitude; and

Whereas, The California Labor Federation and some Labor Councils and State Councils conduct scholarship programs which do help to get a few high school seniors to study the trade union movement; and

Whereas, These scholarships can help only a few of the students whose interests have been aroused; now, therefore, be it

Resolved, That the third convention of the California Labor Federation hereby goes on record commending the officers of the Federation for their conducting of scholarship programs; and be it further

Resolved, That the Executive Council of the Labor Federation study the possibility of conducting a summer school for high school students, based on scholarship examination, which schools, with the support of the Labor Councils in the state and other affiliates will give these young people a more complete and sound understanding of the labor movement.

Referred to Committee on Resolutions.
Adopted, p. 109.

Organization of the Blind

Resolution No. 256—Presented by California State Council of Culinary Workers, Bartenders, Hotel and Motel and Club Service Employees.

Be It Resolved, That the third convention of the California Labor Federation endorse state legislation that would guarantee the right of blind people to organize free from governmental interference, and that would provide for consultation between these administering programs for the blind and representatives of organizations of the blind.

Referred to Committee on Legislation.
Adopted, p. 116.

Commend and Support Registration Program

Resolution No. 257—Presented by California State Council of Culinary Workers, Bartenders, Hotel and Motel and Club Service Employees.

Whereas, The exercise of citizenship rights by registering and voting is both a right and a responsibility which is basic to our democracy; and

Whereas, Between twenty-five (25) and fifty (50) percent of Americans do not exercise this right, even in states where there are no restrictions; and

Whereas, The labor movement is constantly attempting to register its membership as voters; and

Whereas, The California Labor Federation and its political arm, the California Labor COPE, has attempted also to assist minority groups to register as voters by working with the NAACP and the CSO, whether or not the people were members of trade unions; and

Whereas, This program of the labor movement has brought full participating citizenship to tens of thousands of people who were never before able to vote because they were not registered; therefore be it

Resolved, That the third convention of the California Labor Federation go on record commending the executive council, the officers and California Labor COPE for its activities on behalf of registration of minority group voters; and be it further

Resolved, That we pledge support of all delegates to this program and to the registration of every member as a voter before the deadline of September 16, 1960.

Referred to Committee on Resolutions.
Adopted as amended, p. 124.

Vote YES On Proposition No. 6

Resolution No. 258—Presented by California State Council of Culinary Workers, Bartenders, Hotel and Motel and Club Service Employees.

Whereas, Proposition No. 6 on the November 8 general election ballot is designed to encourage the construction of private and public golf courses in the State of California; and

Whereas, The steady employment and improved working conditions of thousands of members of organized labor are involved, including members of Union Locals employed as Bakers, Confectioners, Bartenders, Meatcutters, Cooks, Pastry Cooks and Pantrymen, Miscellaneous Culinary and Hotel Service Employees, Musicians, Stationary Engineers, Building and Construction Trades, Waiters and Waitresses, Construction and General Laborers, Painters, Laundry Workers, and many others; now, therefore, be it

Resolved, That the third convention of the California Labor Federation hereby endorses and urges its members to vote

YES on Proposition 6 on the November 8 general election ballot.

Referred to Committee on Resolutions.
Filed, p. 121. See Ballot Propositions.

Illegal Lie Detector Test as Disqualification for Unemployment Insurance

Resolution No. 259—Presented by California State Council of Culinary Workers, Bartenders, Hotel and Motel and Club Service Employees.

Whereas, The employers in the hotel and restaurant industry are turning more and more to requiring their employees to submit to lie detector tests, either as a condition of receiving employment, or maintaining employment; thereby constituting an invasion of the employee; and

Whereas, The California Unemployment Insurance Department, San Diego Division, has ruled that an employee leaving a place of employment rather than submit to this practice can not be disqualified for benefits for that reason alone; therefore be it

Resolved, That the third convention of the California Labor Federation call upon the state legislature to take proper action to render the practice of employee lie detector tests illegal.

Referred to Committee on Legislation.
Adopted, p. 141.

Pregnancy Covered by Disability Insurance

Resolution No. 260—Presented by California State Council of Culinary Workers, Bartenders, Hotel and Motel and Club Service Employees.

Whereas, Women workers in California are an increasingly large proportion of the labor force; and

Whereas, Women lose time from their jobs and so lose income from a cause which does not affect men, and which is not covered by disability insurance, namely, pregnancy; and

Whereas; Pregnancy presents the same physical causes for inability to work as were meant to be covered by state disability insurance; now, therefore, be it

Resolved, That the third convention of the California Labor Federation hereby goes on record for an extension of the State Disability Insurance Law to cover pregnancy for a medically reasonable length of time and that we make this demand a part of our legislative program.

Referred to Committee on Legislation.
Adopted, p. 135.

Regulation Of Rest Homes

Resolution No. 261—Presented by California State Council of Culinary Workers, Bartenders, Hotel and Motel and Club Service Employees.

Whereas, In the state of California, rest homes are opening in great numbers, and these rest homes are not bona-fide hospitals; and,

Whereas, These rest homes use the title of hospital on their signs, and in newspaper and television ads; and

Whereas, The general public is confused into believing these rest homes to be bona-fide hospitals; and

Whereas, The health plans that cover a majority of workers in California do not pay the cost of these rest homes; therefore be it

Resolved, That the third convention of the California Labor Federation go on record to introduce a bill to restrict rest homes from advertising in newspapers, on radio and television, as hospitals; also to restrict the word "hospital" from appearing on any letter-head or bill; that the title of hospital be used by only bona-fide hospitals; that rest homes be required to use the title of rest homes or convalescent homes, and that their advertisements be labelled accordingly.

Referred to Committee on Legislation.
Adopted, p. 116.

Commend and Support Federation's Civil Rights Committee

Resolution No. 262—Presented by California State Council of Culinary Workers, Bartenders, Hotel and Motel and Club Service Employees.

Whereas, The Civil Rights Committee of the California Labor Federation under the chairmanship of now President Albin Gruhn has been an active and effective committee; and

Whereas, The Civil Rights Committee has made labor's voice heard before state and national committees on the subject of civil rights; and

Whereas, The Civil Rights Committee has performed the extremely important function of causing the problem of discrimination to be considered in the conferences of the Division of Apprenticeship Training; and

Whereas, The Civil Rights Committee has taken the position of never compromising with discrimination; now, therefore, be it

Resolved, That the third convention of the California Labor Federation goes on record commending and congratulating the members of the Civil Rights Committee for their fine record; and be it further

Resolved, That we urge the committee to continue its good work in giving meaning to the labor movement's fundamental commitment to democracy as a way of life; and be it further

Resolved, That we call on all affiliates to cooperate with and support the Civil Rights Committee in its work, to the end that it may be still more effective.

Referred to Committee on Resolutions.
Adopted, p. 107.

Aid Union Defense Committee for L. S. McDonald

Resolution No. 263—Presented by Western Conference of Specialty Unions.

Whereas, All newspaper unions in Portland, Oregon, have been on strike against the Portland Oregonian and Journal since November, 1959; and

Whereas, In this life and death struggle of unions in the newspaper industry, we are witnessing great sacrifice by hundreds of our fellow trade unionists; and

Whereas, One of the casualties in this fight is a journeyman stereotyper, Levi Sarfield McDonald, accused of implication in the dynamiting of several trucks, whose case is now before the Oregon Supreme Court in a plea for retrial by reason of error in his conviction before lower courts; and

Whereas, The sentence of McDonald to a total of twenty years' imprisonment—two ten-year sentences to run consecutively— occurred in an atmosphere of prejudice inflamed by the struck Portland newspapers; and

Whereas, Organized labor knows the injustice that can be done in the darkness which blankets a trial where newspaper interests are arrayed to crucify a workingman; and

Whereas, McDonald does not have the money to finance the kind of legal defense necessary to obtain justice; and

Whereas, A Union Defense Committee for L. S. McDonald, with Walter J. Turner, International Vice President of the Pressmen's Union as chairman, is calling for assistance for a brother in trouble a call we cannot ignore; therefore be it

Resolved, That this third convention of the California Labor Federation, AFL-CIO, recommend to all affiliated organizations that financial assistance be given to the Union Defense Committee for L. S. McDonald, c/o John Wilson, Treasurer, Labor Temple, S.W. Fourth, Portland 7, Oregon.

Referred to Committee on Resolutions.
Adopted, p. 134.

Eliminate Inequities in Unemployment Insurance Code

Resolution No. 264—Presented by Los Angeles County District Council of Carpenters.

Whereas, Under the Unemployment Insurance Code of this state there is a waiting period before an unemployed worker becomes eligible for benefits; and

Whereas, Under the present law, workers are penalized and prevented from being paid unemployment insurance and disability insurance if they receive or are eligible to receive vacation pay, sick leave pay or negotiated sick benefits; and

Whereas, In the case of unemployment, the workers' need for benefits arises immediately and a waiting period should not be imposed upon him; and further

Whereas, Vacation, sick leave and sick pay benefits are due the worker because of a negotiated collective bargaining contract, and, thereby, union workers are discriminated against; now, therefore, be it

Resolved, That the third convention of the California Labor Federation request the legislature to revise the Unemployment Insurance Code to eliminate the waiting period for unemployment insurance or disability insurance, and to further amend the Unemployment Insurance Code to provide that vacation pay, sick leave pay and sick benefits shall not be deducted from unemployment insurance and disability insurance benefits otherwise legally due to the unemployed disabled worker.

Referred to Committee on Legislation.
Filed, p. 141. See Policy Statement IV.

Establish a Public Relations Program On Television

Resolution No. 265—Presented by Meat Cutters No. 439, Pasadena.

Whereas, Organized labor has badly neglected the public relation work; and

Whereas, The opposition to organized labor has continued their public relation work to the point where they are able to get legislation retarding organized labor; and

Whereas, Organized labor has suffered from the effects of adverse legislation; and

Whereas, Organized labor must get their true story and intent before the public; and

Whereas, Television reaches more people than any other medium of advertising; and

Whereas, While it is realized that television programs are costly, they are in turn cheaper when they are measured against the cost that organized labor has had to pay in court costs, attorneys' fees and loss of membership benefits; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to sponsor a television program for the intent and purpose of creating a better labor relations feeling with the general public, as well as informing them of the good things that organized labor has done, not only for the benefit of its members but for the benefit of the general public and working people as a whole.

Referred to Committee on Resolutions.
Filed; subject matter referred to Executive Council, p. 109.

Mandatory Affiliation of Local Unions With Central Labor Bodies

Resolution No. 266—Presented by San Diego County Labor Council, AFL-CIO.

Whereas, The Constitution of the AFL-CIO provided that: "it shall be the duty of all National and International Unions and Organizing Committees affiliated with the Federation to instruct their local unions to join affiliated central labor bodies in their vicinity where such exist"; and

Whereas, Local central bodies in all areas of the country are expected to play an increasing and important role in advancing the policies and best interests of the various departments of the AFL-CIO such as the Community Services, COPE, organizational, etc.; and

Whereas, In all these activities, if local central bodies are to assume such responsibilities as they most certainly desire to do, then recognition should be given to an existing weakness in our organizational structure that makes it most difficult for local central bodies to assume and perform these responsibilities in a manner that would produce the best possible results; and

Whereas, The above mentioned weakness arises from the fact that in almost all local central bodies a substantial number of local unions are not affiliated and another substantial number of local unions are not paying their proper per capita tax; and

Whereas, In any organizational effort, the most sensible approach is first to organize our labor movement and not permit local unions who should be participating in our programs to themselves set the example of being "free-riders"; and

Whereas, Organized labor has constantly fought those who would impose "open-shop" laws upon us, and yet many local unions are themselves following this "open-shop" practice with regard to central labor bodies; and

Whereas, This problem of "free-riders" has created a situation wherein persuasion and pleas for cooperation are not sufficient, and mandatory provisions should be placed in our national Constitution; and

Whereas, A great number of resolutions proposing mandatory affiliation by local unions with area central labor bodies were presented at the 1959 AFL-CIO Convention in San Francisco, and the leaders of the National AFL-CIO, although generally favorable to adoption, recommended that National and International Unions and Organizing Committees be given additional time in which to voluntarily amend their constitutions to provide for this mandatory affiliation; and

Whereas, Another year has passed and these National and International Unions have not yet taken this action, and affiliation of local unions with central labor bodies has not materially increased; now, therefore, be it

Resolved, That the third convention of the California Labor Federation adopt and urge the National AFL-CIO to amend Article XIV, Section 2 of its Constitution to provide as follows: "It shall be the duty and responsibility of all National and International Unions and Organizing Committees affiliated with the Federation to instruct their local unions that it is mandatory to join affiliated Central Labor bodies in their vicinity, where such exist, and to include such a provision in the Constitution of such National and International Unions and Organizing Committees. Similar instructions shall be given by the Federation to all local unions affiliated directly with it."

Referred to Committee on Resolutions.
Filed, p. 134.

Employers to Furnish Welders' Protective Clothing

Resolution No. 267—Presented by Boilermakers No. 92, Los Angeles.

Whereas, Welders and burners are required to obtain their protective leather clothing, gloves, and welding hoods; and

Whereas, This requirement results in a great loss of money to the employee; and

Whereas, This cost should be absorbed by the employers; and

Whereas, In many states Safety Codes require the employers to furnish welders' hoods, gloves, and leather clothing; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to expend all efforts to have the California Safety Code revised so that the cost of these items shall be absorbed by the employers.

Referred to Committee on Legislation.
Adopted, p. 115.

Standardize Weld Tests

Resolution No. 268 — Presented by Boilermakers No. 92, Los Angeles.

Whereas, Welders are required to certify for practically every job on which they are employed; and

Whereas, This requirement results in welders having to make similar tests several times a year; and

Whereas, This practice works a hardship on welders as well as employers; and

Whereas, Welders feel that it is unnecessary to certify for each and every employer for whom they work; and

Whereas, Welders are the only craftsmen who are required to qualify themselves so frequently before they are hired; now, therefore, be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO, go on record to expend all efforts to have legislation enacted whereby weld tests will be standardized; and be it further

Resolved, That certificates be issued to welders who pass the required tests, which certificates will be acceptable to all employers and persons requiring welders to be certified, such certificates to allow the welder to perform welding on any work requiring code welding for which the welder has been certified, and such certificates to be effective for a period of one year or longer.

Referred to Committee on Legislation.
Referred to Executive Council, p. 116.

Recruitment of Employees During Strikes or Lockouts

Resolution No. 269—Presented by Typographical Union No. 36, Oakland.

Be it resolved, That the third convention of the California Labor Federation go on record to seek enactment of the following legislation:

An Act to Add Section 975 to the Labor Code, Relating to Employment in Industries Where a Strike or Lockout Exists

To prohibit any person, firm or corporation, not directly involved in a labor strike or lockout, recruiting or securing or offering to secure employment for persons to take the places of employes where a labor strike or lockout exists; and providing for legally established employment service.

The people of the State of California do enact as follows:

Section 975 is added to the Labor Code, to read:

Section 975. Be it enacted, etc., that it shall be unlawful for any person, firm or corporation, not directly involved in a labor strike or lockout, to recruit any person or persons for employment, or to secure or offer to secure for any person or persons any employment, when the purpose of such recruiting, securing or offering to secure employment, is to have such persons take the place in employment of employes in an industry where a labor strike or lockout exists; Provided, that this act shall not apply to any employment agent licensed as such under the Departmen of Labor and Industry, or to the California or the United States Employment Service.

Any person violating the provisions of this act shall be guilty of a misdemeanor, and, upon conviction thereof, shall be sentenced to pay a fine of not more than One Thousand Dollars ($1,000), or to suffer imprisonment for a term not exceeding one year, or both, at the discretion of the court.

This act shall become effective immediately upon final enactment.

Referred to Committee on Legislation.
Filed, p. 114. See Resolution No. 1.

Collective Bargaining Rights of Public Employees

Resolution No. 270—Presented by City and County Employees No. 400, San Francisco.

Whereas, It is public policy in the State of California, set forth in Section 923 of the Labor Code, to encourage the negotiation of the terms and conditions of employment through collective bargaining; and

Whereas, The courts in this state have not recognized the right of county, municipal or other govermental agencies to negotiate or enter into written collective bargaining agreements with legitimate AFL-CIO unions of public employees; therefore be it

Resolved, That the third convention of the California Labor Federation direct its legislative representatives to prepare and to actively support legislation which will authorize public employers at the county, municipal and other governmental levels to negotiate with legitimate AFL-CIO unions in behalf of their non-uniformed employees and to enter into written contracts covering their wages, hours and working conditions.

Referred to Committee on Legislation.
Filed, pp. 126-127.

Union Label, Shop Card and Service Button

Resolution No. 271—Presented by Cap Makers No. 22, Los Angeles.

Whereas, The Union Label, Shop Card, and Service Button are vital forces in protecting, improving, and extending the fair wages, benefits, and decent working conditions won by union members after many decades of struggle; and

Whereas, The current assaults on the union movement require the maximum mobilization of all of labor's resources, in particular the powerful economic weapon represented by the purchasing power of union members, their families, and friends; and

Whereas, In an effort to heighten labor solidarity and direct the economic strength of labor and its supporters against substandard wages and conditions, extensive campaigns have been launched to publicize and gain patronage for the products and services bearing the enblems of over eighty International Unions; therefore be it

Resolved, That the third convention of the California Labor Federation, to further the promotion of such union emblems, recommend that the Constitution of the California Labor Federation, AFL-CIO, be amended to provide for the appointment of a Union Label Investigation Committee in addition to the other state convention committees; and be it further

Resolved, That the Constitution be further amended to the effect that "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 to show five or more union labels, his name may be reported to the convention."

Referred to Committee on Constitution.
Filed, p. 50. See Resolution No. 18.

Commend California Citizens Committee For Agricultural Labor

Resolution No. 272—Presented by Packinghouse Workers No. 78, Salinas.

Whereas, The California Citizens Committee for Agricultural Labor, since its formation in April, 1959 by public-spirited individuals from labor, religious, minority, and other groups, has functioned to focus public opinion on the plight of California's farm workers and sought to arouse community support on their behalf; and

Whereas, The Citizens Committee has performed a great service by presenting testimony and documentation before various state and federal bodies on the urgent need for the adoption of measures to provide agricultural workers with the same rights, benefits, and responsibilities enjoyed by other workers; and

Whereas, Organized labor is in profound agreement with the Committee's efforts to elevate farm workers to first-class citizenship in all aspects of their life, as evidenced by the resolution passed at the second convention of the California Labor Federation, AFL-CIO, pledging full support and assistance to the committee; therefore be it

Resolved, That the third convention of the California Labor Federation, AFL-CIO go on record commending the Committee for its untiring efforts on behalf of farm workers; and be it further

Resolved, That this third convention of the California Labor Federation pledge continued support to the California Citiens Committee for Agricultural Labor and urges all affiliated bodies to aid the work of the committee and help provide the financial assistance required to keep up the committee's work.

Referred to Committee on Resolutions.
Filed, p. 69.

Oppose Civil Service Status for L.A. Metropolitan Transit Authority Employees

Resolution No. 273—Presented by Transportation Union No. 1277, Los Angeles.

Whereas, One member of the Los Angeles Metropolitan Transit Authority has publicly stated that (in his opinion) employees of the Authority should be placed under Civil Service; and

Whereas, The duties of such employees, and the nature of their employment are such that the traditional Civil Service System should not be applicable to such employees; and

Whereas, The application of the Civil Service System to such employees would be unfair to them, would deny them collective bargaining rights, would be administratively impracticable, and would not be in the public interest; therefore be it

Resolved, That the third convention of the California State Federation of Labor, AFL-CIO go on record to join the officers and members of Transportation Union Division 1277 in vigorously opposing any attempt to change or amend the Los Angeles Metropolitan Transit Authority Act of 1957 designed to bring employees of the Authority under the Civil Service System; be it further

Resolved, That a copy of this resolution be forwarded to all central bodies and local unions affiliated with the State Federation, urging their concurrence and support.

Referred to Committee on Resolutions.
Adopted as amended, p. 124.

Prohibit Employment of Professional Strikebreakers

Resolution No. 274—Presented by Central Labor Council of Santa Clara County, San Jose.

Whereas, Several affiliated local unions have expressed concern over the vicious attempt by an anti-union publisher in Portland, Oregon, to destroy the unions of his employees by the importation of professional strikebreakers; and

Whereas, This concern is manifest by an official from the Central Labor Council to obtain protective legislation against any such future attempts in our locality by anti-labor employers; therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to originate a bill, such as the following bill offered by the AFL-CIO Department of Legislation, and have same introduced in both houses of the California legislature for adoption and enactment:

A Bill

To prohibit and make unlawful the employment of professional strikebreakers in place of employes involved in a labor dispute; to prohibit and make unlawful recruitment and furnishing of employes to replace employes involved in a labor dispute, by a person or agency not directly involved in the labor dispute, and the employment of persons so recruited or furnished; to prohibit and make unlawful recruitment of or advertising for employes to take the place of employes engaged in a labor dispute without stating that the employment offered is in place of employes involved in a labor dispute.

BE IT ENACTED by the.....

of the State of.....

Sec. 1. It shall be unlawful for any person, partnership, agency, firm, or corporation, or officer or agent thereof, to recruit, procure, supply, or refer any person for employment in place of an employe involved in a labor dispute in which such person, partnership, agency, firm, or corporation is not directly interested.

Sec. 2 (a) It shall be unlawful for any person, partnership, firm or corporation, or officer or agent thereof, involved in a labor dispute to employ in place of an employe involved in such labor dispute any person who customarily and repeatedly offers himself for employment in the place of employes involved in a labor dispute, or to employ any person in place of an employe involved in a labor dispute who is recruited, procured, supplied or referred for employment by any person, partnership, agency, firm or corporation not directly involved in the labor dispute.

Sec. 2 (b). It shall be unlawful for any person who customarily and repeatedly offers himself for employment in place of employes involved in a labor dispute to take or offer to take the place in employment of employes involved in a labor dispute.

Sec. 3 It shall be unlawful for any person, partnership, firm or corporation, or officer or agent thereof, involved in a labor dispute to contract or arrange with any other person, partnership, agency, firm or corporation to recruit, procure, supply, or refer persons for employment in place of employes involved in such labor dispute.

Sec. 4 It shall be unlawful for any person, partnership, agency, firm, or corporation, or officer or agent thereof, to recruit, solicit, or advertise for employes, or refer persons to employment, in place of employes involved in a labor dispute, without adequate notice to such person, or in such advertisement, that there is a labor dispute at the place at which employment is of-

fered and that the employment offered is in place of employes involved in such labor dispute.

Sec. 5 Any person, partnership, agency, firm or corporation violating Sec. 1, 2, or 3 of this Act shall be guilty of a felony, and shall be punished by fine not less than..... nor more than ....., and by imprisonment for a term not less than..... nor more than....., years, or both, at the discretion of the court. Any person, partnership, agency, firm or corporation violating Sec. 4 of this Act shall be guilty of a misdemeanor, and shall be punished by fine not less than ..... nor more than....., or imprisonment for a term not exceeding....., at the discretion of the court.

Referred to Committee on Resolutions.
Filed, p. 114. See Resolution No. 1.

Organizational and Collective Bargaining Rights of Public Employees

Resolution No. 275—Presented by State Conference, Operating Engineers.

Whereas, The State of California has enacted laws safeguarding the rights of all workers in private industry in their organization, collective bargaining, etc; and

Whereas, Public employees of several other states have, during the past few years, been successful in obtaining from their state legislatures similar rights; and

Whereas, Public employees in the State of California do not presently have the right to union organization or collective bargaining; now, therefore, be it

Resolved, That the third convention of the California Labor Federation instructs the executive council to use all their resources to have the 1961 session of the legislature enact laws which will secure to the thousands of public employees in this state the right to join bona fide labor organizations; and to have their representatives engage in collective bargaining with their various jurisdictions in the matter of wages, hours, working conditions, and such other matters as are normally resolved in this manner.

Referred to Committee on Constitution.
Filed, p. 127.

Organizational and Collective Bargaining Rights of Public Employees

Resolution No. 276—Presented by State Conference, Operating Engineers.

Whereas, Our great State of California is, and has been in the forefront in the field of social legislation; and

Whereas, The state legislature, in keeping with this tradition, has enacted specific provisions into the labor Code which secure to all the working people of California, with one exception, the right to form or to join organizations of their own choosing in order to raise their standards and to further their welfare; and

Whereas, This one exception referred to above is the public employee, working for the various jurisdictions within the state; and

Whereas, Public employees in the State of California now comprise over 17 per cent of the entire work force; and

Whereas, Withholding from so large a segment of our working people their basic rights as free Americans, is not only discriminatory, but to the degree that it fosters a second-class citizenship working under sub-standard conditions, it adversely affects the progress of organized labor in the State of California; now, therefore, be it

Resolved, That the third convention of the California Labor Federation instruct the secretary-treasurer, the other officers and the executive council to use the full resources of their offices and of this Federation to the end that the 1961 session of the state legislature add such new sections to the state Labor Code as will secure to public employees of all jurisdictions within the state the rights enjoyed by their peers in private employment, namely, the right to form and to join bona fide labor organizations of their own choosing; and be it further

Resolved, That upon the attainment of the objectives of the above resolution, this Federation, through its constitution councils and the locals, shall institute a vigorous and effective organizing effort among the public employees of this state, aimed at bringing them into the respective local union having jurisdiction.

Referred to Committee on Legislation.
Filed, p. 127.

Establish Multiple Commission on Insurance

Resolution No. 277—Presented by California State Conference of Operating Engineers.

Whereas, The total number of wage and salary workers in the State of California is in excess of 5,000,000; and

Whereas. Those wage and salary workers who are members of unions in the State of California are in excess of 2,000,000, and these represent the only effective voice which these workers have for the presentation of their problems to government or through which they can effectively compete with the voices of the various organized elements which comprise the balance of the economic structure within this sovereign state; and

Whereas, Through the activity of insurance companies engaged in the insuring of motor vehicles, in concert with the various organizations representing traffic law enforcement agencies within the State of California, there has been promulgated a system of credits and penalties within the premiums charged for insurance of family and/or private automobiles which is discriminatory and which has, in effect, transferred to the insurance companies the power of inflecting penalties for moving traffic violations in addition to those penalties assessed by the traffic courts and without the benefit of whatever protection is afforded the citizens of this country by said courts; and

Whereas, It is common knowledge to the entire driving public that the methods of all traffic law enforcement agencies in the State of California in issuing tickets for moving violations is very desultory, erratic and unfair and that many drivers who drive slowly and are actually unqualified as drivers are overlooked while many, who as a result of the constant use of their cars in their work and businesses, become able to drive consistently and safely at a more rapid rate and as a result have a greater proximate exposure to traffic tickets; and

Whereas, The attitude of the majority of traffic court judges toward those who are ticketed for moving violations, coupled with the cost of time lost and the fees required to provide adequate defense for a ticketed violation, make it entirely undesirable to resist the charges of the ticketing officer whether the charge is justified or not; and

Whereas, Under the existing methods of insurance premium determination this enables the traffic enforcement agencies to have assessed double and triple previous cost of these citations on the driving public, without any adequate opportunity or avenue for protecting themselves or resisting these increased costs; and

Whereas, Facts purporting to demonstrate that those who receive traffic tickets are more likely to be the same persons that are responsible for traffic accidents, than are those who have no tickets, compiled by agencies who are most desirous of increasing profits by additional insurance premiums, while surveys of those who drive regularly in business, year in and year out, and who have numerous traffic tickets as a result of their constant and extended exposure over and above those who drive to and from work and for family pleasure only, tends to reveal that there is not any direct relationship between traffic tickets and traffic accidents; and

Whereas, The family men and women, owners of the passenger vehicles have no quarrel with the penalty of fines and additional insurance premiums being assessed against those who are involved in and responsible for traffic accidents; and

Whereas, The authority to penalize the citizens of this state for violations of its laws is vested wholly within the various agencies of government, by law; and

Whereas, This authority has now been preempted by "business for profit", without any resistance by the government of the state whose duty it is to jealously guard against usurpation of its functions and to zealously protect the rights of its citizens under the Constitution of the nation and state; and

Whereas, There is a Department of Insurance within the sovereign authority of the State of California, whose creation was for the purpose of regulating the Insurance Industry to the end that the rights of its citizens are properly protected; and

Whereas, The law of the State of California requires minimum insurance on motor vehicles and provides penalties, for the lack thereof when involved in bodily injury or property damage within set limits; and

Whereas, This has the effect of making mandatory the purchasing of insurance by the operators of motor vehicles; and

Whereas, This has, in effect, made the insuring of motor vehicles a public utility; now, therefore, be it

Resolved, That the third convention of the California Labor Federation go on record to direct their attorneys to prepare a bill for presentation to the California state legislature expanding the California insurance authority to a multiple Commission with not less than five (5) Commissioners, whose duty it shall be to set and control the rate of insurance charged by California-entered companies, engaging in the insurance of motor vehicles; and be it further

Resolved, That the bill provide for hearings, hearing officers and all other machinery necessary to enable the Insurance Commission to deal fairly with the insurance carriers, while protecting the general public against undue and excessive charges; and be it finally

Resolved, That the matter of convictions for moving traffic violations as a basis of computation of insurance premiums be specifically prohibited by the laws of this sovereign state.

Referred to Committee on Legislation.
Adopted, p. 116.

ROLL OF DELEGATES

This comprises the completed roll call of the 1960 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.

ALHAMBRA
Communications Wkrs. No. 9505 (1188)
Marie Bruce, 1188
Electrical Utility Wkrs. No. 47 (499)
J. M. Kelly, 499

ANAHEIM
Carpenters No. 2203 (1926)
Harry Kamke, 386
Leonard F. Stine, 385
A. C. Hembree, 385
Marvin A. Pietrok, 385
Harry King, 385
Railroad Trainmen No. 912 (465)
James E. Howe, 465

ANDERSON
Woodworkers No. 433 (542)
Roy L. Chiles, 542

ANTIOCH
Carpenters No. 2038 (165)
Blair F. Spires, 83
Edmond Swope, 82

ARCATA
Lumber and Sawmill Workers No. 2808 (537)
Leonard Cahill, 537

AVALON
Painters No. 1226 (39)
R. G. Shannon, 39

BAKERSFIELD
Bldg. & Const. Trades Council (2)
H. D. Lackey, 1
Butchers No. 193 (449)
Charles A. Hohlbein, 449
Central Labor Council (2)
Irving E. Hammell, 1
Electrical Wkrs. No. 428 (424)
John O. Bell, 424
Hotel & Rest. Empls. No. 550 (1499)
Jack White, 750
Claude S. Penn, 749
Painters No. 314, 239
E. T. Williams, 120
Gene N. McQueen, 119
Transport Wkrs. No. 3005 (145)
B. S. White, 145
Typographical No. 439 (89)
Irving Hammell, 89

BARSTOW
Machinists No. 706 (296)
L. W. Jackson, 296
Railway Empls. Local Fed. Council No. 120 (2)
L. W. Jackson, 1

BELL
Auto Workers No. 230 (2226)
Sim Huff, 1113
Dudley Walton, 1113
Steelworkers No. 2018 (3560)
Philip Thimines, Jr., 890
John A. Despol, 890
Charles Harding, 890
Algerdas Cheleden, 890
Steelworkers No. 3941 (313)
G. J. Conway, 313

BELLFLOWER
Steelworkers No. 4670 (799)
James H. Reed, 267
Jos. E. Doherty, 266
J. R. Collins, 266

BERKELEY
Painters No. 40 (391)
Ben Rasnick, 196
Philip E. Parent, 195
Teachers No. 1078 (59)
John Hutchinson, 30
Henry Clarke, 29

BLOOMINGTON
Steelworkers No. 4155 (132)
Lloyd F. Dayton, 132

BORON
Chemical Wkrs. No. 85 (684)
B. B. Potts, Jr., 228
B. F. Blau, 228
R. J. Hodgson, 228

BURBANK
Federated Fire Fighters of California (2)
Fred C. Smith, 1
Kenneth D. Severit, 1

CHICO
Retail Clerks No. 17 (49)
Courtney Lainhart, 49

COLTON
Steelworkers No. 5647 (75)
Lloyd F. Dayton, 75

COMPTON
Carpenters No. 1437 (1228)
Fred Burlin, 614
Wm. M. Young, 614

CORONA
Glass Bottle Blowers No. 192 (169)
John B. Guzzi, 85
Jack Savage, 84

COVINA
Communications Wkrs. No. 9579 (472)
Donald W. Montgomery, 472

CROCKETT
Sugar Refinery Empls. No. 20037 (1205)
G. A. Paoli, 603
L. E. Rasmussen, 602

CULVER CITY
Stove Mounters No. 68 (265)
A. G. Mendoza, 265

DAVENPORT
Cement, Lime & Gypsum Wkrs. No. 46 (137)
J. M. Vierra, 137

DOWNEY
Communications Wkrs. No. 9595 (698)
W. E. Bland, 349
J. A. Everitt, 349

EL CAJON
Carpenters No. 2398 (829)
Sam McCawley, 277
Wayne Holden, 276
Lee Wilkinson, 276

EL CERRITO
Teachers No. 866 (196)
James Hasson, 98
J. Paul McGinnis, 98

EL MONTE
Carpenters No. 1507 (2031)
Russel Auten, 508
Joe Gibbs, 508
G. A. McGehee, 508
Al Hansen, 507
Glass Bottle Blowers No. 39 (206)
William DeLotto, 103
Michael Buczynski, 103
Hod Carriers & Laborers No. 1082 (1458)
Norman Jackson, 365
George Tarr, 365
Peter Ramult, 364
Thomas Havanis, 364
Painters No. 254 (646)
Steve Spolar, 216
Edwin Decker, 215
Paul Gardner, 215
Railroad Trainmen No. 390 (381)
D. F. Fugit, 381

EL SEGUNDO
Oil, Chemical & Atomic Wkrs. No. 547 (1445)
Gordon A. Lewis, 723
Mac S. Thorington, 722

EMERYVILLE
Steelworkers No. 1304 (873)
Lloyd H. Ferber, 291
Jack Long, 291
Robert G. Smith, 291

EUREKA
Barbers No. 431 (77)
Walter Buchanan, 77
Bartenders No. 318 (165)
Eugene T. Weber, 83
R. G. Dickinson, 82
Bldg. & Const. Trades Council (2)
K. A. Brooks, 1
William Schieberl, 1
Central Labor Council of Humboldt Co. (2)
Albin J. Gruhn, 1
Harry W. Hansen, 1
Cooks & Waiters No. 220 (419)
Ruby Van Ornum, 210
Elona Haney, 209
Hospital and Institutional Wkrs. No. 327 (71)
George Faville, 71
Laborers No. 181 (281)
Albin J. Gruhn, 281
Lumber & Sawmill Wkrs., Redwood Dist. Council (2)
Claude A. Heinig, 1
Machinists No. 540 (218)
Harry W. Hansen, 218
Painters No. 1034 (115)
Ted W. Brooks, 115
Retail Clerks No. 541 (31)
Dennis Gruhn, 31

FRESNO
Bakers No. 43 (399)
John C. Bopp, 399
Bldg. & Constr. Trades Council (2)
Loyd M. Myers, 1
Butchers No. 126 (499)
Fred P. Medaris, 499
Central Labor Council (2)
Bill O'Rear, 1
Cooks No. 230 (334)
Leo Vuchinich, 334

Culinary, Bartenders & Hotel Serv. Empls. No. 62 (999)
Geo. Rollis, 999
Electrical Wkrs. No. 100 (109)
Thomas O. Roberts, 109
Fire Fighters No. 753 (215)
Herbert G. Bell, 108
Jay Woody, 107
Hod Carriers & Com. Laborers No. 294 (1159)
Chester Mucker, 290
Lois R. Williams, 290
Dutch Epperson, 290
Jesse Bernard, 289
Machinists No. 653 (799)
Lawrence Sargenti, 799
Motor Coach Operators No. 1027 (69)
V. E. Beadle, 69
Plumbers & Steamfitters No. 245 (485)
James F. Peyton, 243
J. A. Hamilton, 242
Railroad Trainmen No. 871 (147)
P. J. Mathews, 147
Typographical No. 144 (139)
Robert M. Perkins, 139

GARDENA

Steelworkers No. 2273 (141)
Wm. D. Mershon, 141
Utility Wkrs. No. 389 (347)
William McKinley, 174
Marie Madera, 173

GLENDALE

Brick & Clay Wkrs. No. 674 (49)
Richard Pinkney, 49
Brick & Clay Workers No. 774 (808)
Lee Joseph Pirrone, 808
Brick & Clay Wkrs. No. 820 (315)
Servando B. Patian, 315
Carpenters No. 563 (1336)
William F. Miller, 1336
Painters No. 713 (646)
Robert M. Esch, 323
Willard L. Sward, 323
Plumbers No. 761 (930)
Fred E. Weeks, 310
Joseph Lovato, 310
George W. Robinson, 310
Printing Pressmen No. 107 (39)
Edward Balsz, 39
Utility Wkrs. No. 168 (112)
John C. Kreutz, 56
Edward T. Shedlock, 56

HAYWARD

Carpenters No. 1622 (999)
L. D. Twist, 250
Leslie L. Williams, 250
Gustave Toensing, 250
Robert L. Queen, 249
Culinary Wkrs. & Bartenders No. 823 (2143)
Floyd Attaway, 358
Leroy V. Woods, 357
Joseph Medeiros, 357
Robert Otteson, 357
Dan M. Silva, 357
Louis Stockinger, 357
Glass Bottle Blowers No. 53 (237)
Charles Callaghan, 237
Painters No. 1178 (547)
Richard H. Fitzgerald, 547

HOLLYWOOD

Actors Equity (234)
Edd X. Russell, 117
Ralph Bellamy, 117
Affiliated Property Craftsmen No. 44 (1999)
B. C. (Cappy) DuVal, 667
Frank O'Connor, 666
John W. Otto, 666
American Fed. of Television & Radio Artists (299)
Claude L. McCue, 299
Broadcast, Television & Recording Engineers No. 45 (399)
Holly Pearce, 399
Carpenters No. 1052 (1433)
Patrick A. Hogan, 717
William A. Paterson, 716
Film Technicians No. 683 (2482)
Edward J. Brown, 1241
Donald P. Haggerty, 1241
Hollywood AFL Film Council (2)
Charles Thomas, 1
H. O'Neil Shanks, 1
Hollywood Painters No. 5 (758)
Nelson C. Neall, 379
Edward Homer, 379
Make-Up Artists No. 706 (220)
Henry E. Vilardo, 220
M. P. Costumers No. 705 (259)
Ted Ellsworth, 259
M. P. Crafts Service No. 727 (149)
Albert K. Erickson, 149
M. P. Photographers No. 659 (324)
Paul Meeks, 324
M. P. Screen Cartoonists No. 839 (420)
Lawrence L. Kilty, 420
M. P. Set Painters No. 729 (264)
Ralph W. Peckham, 264
M. P. Sound Technicians No. 695 (299)
Thomas A. Carman, 299
M. P. Studio Cinetechnicians No. 789 (494)
Paul E. O'Bryant, 247
Percival F. Marston, 247
M. P. Studio Electrical Technicians No. 728 (499)
Al Franklin, 250
Charles Futuran, 249
M. P. Studio Projectionists No. 165 (295)
Leo S. Moore, 148
George J. Flaherty, 147
National Broadcast Empl. No. 53 (788)
Vincent J. Hultman, 788
Office Empls. No. 174 (889)
Max J. Krug, 889
Screen Actors Guild, Inc. (4998)
Pat Somerset, 1666
George Chandler, 1666
John Dales, 1666
Screen Extras Guild, Inc. (2748)
Jeffrey Sayre, 393
Paul Cristo, 393
Tex Brodus, 393
Murry Pollack, 393
Franklyn Farnum, 392
Evelen Ceder, 392
Kenner G. Kemp, 392
Script Supervisors No. 881 (141)
Thelma Preece, 141
Set Designers No. 847 (74)
Zeal Fairbanks, 74
Studio Electricians No. 40 (299)
Charles L. Thomas, 299
Studio Grips No. 80 (474)
William J. Holbrook, 474
Studio Utility Empl. No. 724 (697)
Norval D. Jarrard, 233
Frank W. Regula, 232
Jas. E. Day, 232

HUNTINGTON PARK

Glass Bottle Blowers No. 114 (185)
Deward G. Pitts, 185
Glass Bottle Blowers No. 146 (251)
Ellen Di Giovanni, 126
Elva Riley, 125
Post Office Clerks, Calif. Fed. (2)
Charles V. Tully, 1

INGLEWOOD

Painters No. 1346 (752)
Edward L. Hunt, 376
Robert L. Heller, 376

KLAMATH

Lumber & Sawmill Wkrs. No. 2505 (389)
Harold A. Wiese (389)

LA JOLLA

Carpenters No. 1358 (325)
John W. Carroll (325)

LODI

Carpenters No. 1418 (190)
Richmond Ferdun, 190

LONG BEACH

Auto Wkrs. No. 148 (11492)
Eddie Fletcher, 1150
Ed Wianecki, 1150
May Day, 1149
George Thayer, 1149
Jim Bell, 1149
H. S. Phillips, 1149
Glynn Clayton, 1149
Jim McDonald, 1149
Lee Menzel, 1149
C. Sarles, 1149
Auto Workers No. 805 (794)
Gordon Adams, 794
Bartenders No. 686 (958)
M. R. Callahan, 479
Thos. L. Pitts, 479
Bldg. & Const. Trades Council (2)
Carleton E. Webb, 1
Cement, Lime & Gypsum Wkrs. No. 59 (155)
Ray Oros, 78
Archie McCall, 77
City Empls. No. 112 (226)
Charles Hogan, 226
Communications Wkrs. No. 9571 (859)
George E. Buck, 859
Culinary Alliance No. 681 (4530)
Joseph A. Mitcheck, 755
Clayton R. Smith, 755
V. V. Jameson, 755
O. T. Talley, 755
Juanita McDougle, 755
James O'Connor, 755
Culinary Wkrs., Bartenders, Hotel Empls., State Council (2)
Frankie Behan, 1
M. R. Callahan, 1
Hod Carriers & Com. Laborers No. 507 (2387)
E. M. Mueller, 1194
James V. Brimhall, 1193
Motion Picture Projectionists No. 521 (66)
Marvel Fairchild, 33
Milton M. Heiss, 33
Oil, Chemical & Atomic Wkrs. No. 128 (5755)
Robert M. Brown, 960
E. M. Cantley, 959
Al Chandler, 959
E. P. O'Malley, 959
Harlan Savage, 959
E. C. Vaughan, 959
Painters No. 256 (757)
E. B. Webb, 253
James W. Blackburn, 252
Wayne J. Hull, 252
Railroad Trainmen No. 406 (273)
John McGillicuddy, 273
Retail Clerks No. 324 (3848)
Arthur J. Wilson, 770
Leland D. Brooks, 770
Clifford J. Martin, 770
Morgan E. Whitaker, 769
Jack Maurer, 769
Sheet Metal Wkrs. No. 420 (549)
Stanley L. Graydon, 549
Teachers No. 1263 (63)
Hugh S. MacCall, 32
Lucille C. Griece, 31

LOS ANGELES

Advertising & Public Relations Empls. No. 518 (31)
Thelma Thomas, 16
Ella C. Lea (15)
Allied Printing Trades Council (2)
Charles L. Brown, 1
George E. Smith, 1
Allied Printing Trades Council So. Calif. Conf. (2)
John P. Yost, 1
Fred Yaeger, 1
Amer. Guild of Variety Artists (349)
Irvin P. Mazzei, 349
Asbestos Wkrs. No. 5 (299)
Joseph J. Christian, 299
Auto Wkrs. No. 887 (11,297)
Tom Yasin, Jr., 5649
Carter M. Paine, 5648

Barbers No. 295 (707)
Alvin L. Holt, 354
F. E. Hawthorne, 353
Barbers & Beauticians, Calif. State Assn. of (2)
M. C. Isaksen, 1
Anthony Agrillo, 1
Bartenders No. 284 (1906)
Earl Hyatt, 963
Herman Leavitt, 953
Beauticians No. 295-A (39)
Fannie Markley, 39
Bill Posters No. 32 (95)
C. J. Hyans, 95
Boilermakers No. 92 (799)
Lucky Johnson, 267
Joseph F. Eberle, 266
Warren L. Stanfield, 266
Bookbinders & Bindery Women No. 63 (599)
George E. Smith, 300
Gino Petrella, 299
Brick Clay Wkrs., Dist. Council No. 11 (2)
Richard Pinkney, 1
Bricklayers No. 2 (449)
Arthur Buettner, 225
Peter Modica, 224
Bldg. & Constr. Trades Council, L. A. (2)
Ralph A. McMullen, 1
J. J. Christian, 1
Bldg. Service Empls. Jt. Council So. Calif. No. 8 (2)
William M. Sloane, 1
Luther Daniels, 1
Bldg. Service Empl. State Council (2)
George Hardy, 1
Cabinet Makers & Millmen No. 721 (2339)
Harlan Poulter, 585
Anthony Bogdanowicz, 585
Nick Hansen, 585
Joseph Pinto, 584
Carpenters No. 25 (1389)
Roy B. Wallace, 463
E. G. Daley, 463
Dewitt Bowman, 463
Carpenters No. 1497 (1624)
S. L. Roland, 812
G. E. Lambert, 812
Carpenters District Council L. A. County (2)
William Sidell, 1
Gordon McCulloch, 1
Carpet, Lino. & Soft Tile Layers No. 1247 (1612)
Walter LeVeck, 538
Raymond Maley, 537
Fred Adam, 537
Cement Masons No. 627 (1107)
Alfred Nieto, 554
Jesse H. Macias, 553
Chemical Wkrs. No. 11 (659)
Delmus E. Stutts, 659
Chemical Wkrs. Dist. Council No. 5 (2)
D. E. Stutts, 1
City Empls. L. A. No. 119 (46)
Jno. T. Gardner, 46
Cleaners, Dyers & Pressers No. 268 (241)
James Powell, 241
Cloak Makers No. 55 (1199)
Charles Nash, 600
Isidor Stenzor, 599
Cloak Makers No. 58 (699)
Bella Barman, 350
Max Mont, 349
Clothing Wkrs. No. 55d (416)
Leonard Levy, 208
Claude Cox, 208
Clothing Wkrs. No. 278 (1453)
Ruth Miller, 364
Leo Bertuccio, 363
Mary Robins, 363
Lillian Morris, 363
Clothing Wkrs. No. 372 (187)
Harry Bloch, 94
Morris Yellin, 93
Clothing Wkrs. No. 408 (894)
Irving Roitman, 197
Noella Maurice, 197
Clothing Wkrs., L. A. Joint Board (2)
Jerome Posner, 1
Commercial Telegraphers No. 48 (224)
W. B. Foglesong, 224
Communications Wkrs. No. 9590 (1055)
E. A. King, 1055
Cooks No. 468 (2499)
Paul E. Greenwood, 417
C. A. Schroeder, 417
Anneliese Beverly, 417
William Ochoa, 416
Frank F. Osalvo, 416
F. O. Robertson, 416
Council Federated Municipal Crafts C-30 (2)
Lester A. Parker, 1
B. A. Mitchell, 1
Dining Car Empls. No. 582 (249)
William E. Pollard, 249
Electrical Wkrs. No. 11 (4998)
Joseph A. Gatch, 625
Webb Green, 625
E. A. Hall, 625
Leo M. Kallman, 625
George E. O'Brien, 625
G. M. Rahmn, 625
Vernon H. Sheeter, 624
Clyde Edwin Woodward, 624
Electrical Wkrs. No. B-18 (599)
Walter Risse, 300
Patrick J. Burns, 299
Electrical Wkrs. No. 1710 (499)
Mike M. Morales (250)
Millard L. Fuller, 249
Electrical Wkrs.,Calif. State Assn. (2)
George Mulkey, 1
George O'Brien, 1
Elevator Constrs. No. 18 (162)
John E. Dowd, 81
Ray L. Hays, 81
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George B. Roberts, 1
Thomas Ranford, 1
Film Exchange Empls. B-61 (121)
M. L. Rexroth, 121
Fire Fighters No. 748 (972)
Wm. V. Wheatley, 486
George H. Lyman, 486
Fire Fighters No. 1014 (1005)
Oscar P. Castorina, 252
A. Paul Desautels, 251
Glenn I. Hyde, 251
Kenneth D. Larson, 251
Garment Wkrs. No. 94 (39)
Betty Feeney, 39
Garment Wkrs. No. 125 (288)
Ethel Fite, 288
Glass Bottle Blowers No. 19 (345)
Hazel B. Glades, 173
James E. Ronayne, 172
Glass Bottle Blowers No. 122 (58)
Carl Legler, 58
Glass Bottle Blowers No. 125 (262)
Charles A. Murphy, 131
Emilliano Gonzalez, 131
Health Wkrs. No. 1036 (52)
Alfred A. Bligh, 52
Hod Carriers No. 300 (4998)
Bob Sauceda, 556
Lee Barker, 556
Felix Espinosa, 556
Sam Coney, 555
George Lawrence, 555
Mike Mascarenas, 555
Chalo Aragon, 555
Clarence Anderson, 555
Augie Ruiz, 555
Laborers So. Calif. Dist. Council (2)
H. C. Rohrbach, 1
W. Loyd Leiby, 1
Ladies Garment Wkrs. No. 84 (299)
Jack Cohen, 299
Ladies Garment Wkrs. No. 96 (366)
Mae Hamilton, 366
Ladies Garment Wkrs. No. 97 (299)
Meyer R. Silverstein, 299
Ladies Garment Wkrs. No. 451 (274)
Sigmund Arywitz, 274
Ladies Garment Wkrs. No. 482 (206)
Ruth Lezpona, 206
Ladies Garment Wkrs. No. 496 (206)
Samuel Otto, 206
Ladies Garment Wkrs. No. 497 (499)
Meyer R. Silverstein, 499
Ladies Garment Wkrs. No. 512 (99)
Versey Hightower, 99
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C. J. Haggerty, 229
Lathers No. 42-A (840)
Elmer R. Beaird, 840
Lathers So. Calif. Dist. Council (2)
Clarence B. Gariss, 1
L. A. County Probation Officers No. 685 (219)
Milton L. Most, 219
L. A. County Superior Court Clerks No. 575 (86)
Andrew L. Schultz, 86
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Walter H. Murphy, 253
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Gayle Collins, 1
Lorraine Lindner, 1
Lumber & Sawmill Wkrs. No. 2288 (3010)
Nick G. Cordil, Jr., 1505
Harry N. Sweet, 1505
Machinists No. M-211 (3682)
Carl J. Best, 1228
S. G. Goodman, 1227
Don R. Best, 1227
Machinists No. 1186 (2499)
Herbert A. Cooksey, 2499
Machinists Dist. Council No. 94 (2)
Herbert A. Cooksey, 1
Mailers No. 9 (434)
W. J. Bassett, 434
Meat Cutters No. 421 (2290)
George M. Swan, 764
James C. Bunnell, 763
Walter J. Grindstaff, 763
Mechanical Supervisory Empls. L. A. County No. 180 (43)
Youell L. Wright, 22
Browne C. Hamilton, 21
Metal Trades Council of So. Calif. (2)
A. J. Timmons, 1
Miscellaneous Empls. No. 440 (3008)
Harvey Lundschen, 430
Dale Bradford, 430
Fred C. Felix, 430
Merlin Woods, 430
Charles Harper, 430
Robert J. Taylor, 429
Claude Pickering, 429
Miscell. Foremen & Public Works Supts. No. 413 (101)
L. A. Parker, 101
M. P. Projectionists No. 150 (604)
Arthur C. McLaughlin, 604
Musicians No. 47 (1666)
Dale Brown, Jr., 833
LeRoy Collins, 833
Newspaper Guild No. 69 (1011)
Justin F. McCarthy, Jr., 1011
Newspaper Pressmen No. 18 (379)
Sydney Langendorf, 379
Office Employees No. 30 (1112)
Donald K. Camp, 371
Berneice Gordon, 371
Shirley Harris, 370
Offset Wkrs. Prntg. Pressmen & Assts. No. 78 (549)
Avery Phillips, 275
Ernest Hutton, 274

Operating Engrs. No. 12 (10,195)
R. B. Bronson, 1020
Wm. C. Carroll, 1020
Cecil Montgomery, 1020
M. E. Wright, 1020
Charles Neal, 1020
John J. Heffron, 1019
J. J. Twombley, 1019
Glenn Vawter, 1019
Wm. C. Waggoner, 1019
Alfred L. Harrison, 1019

Oper. Engrs. No. 501 (849)
R. W. Tucker, 263
E. J. Leupp, 263
R. H. Fox, 263

Packinghouse Workers District Council No. 4 (2)
Joe Ollman, 1
Fred Cyrus, 1

Packinghouse Wkrs. No. 200 (281)
Juvencio Mercado, 141
Otis Tooms, 140

Painters No. 1348 (199)
Sam Adel, 100
Abe Boyarsky, 99

Painters, Auto, Marine, etc., No. 1798 (399)
O. T. Satre, 200
John J. Lazzara, 199

Painters District Council No. 36 (2)
Chas. H. Marsh, 1
Julius Bence, 1

Painters, Sign & Pict. No. 831 (99)
Julius Bence, 99

Paperworkers No. 1400 (172)
Frank E. Oremus, 172

Pari-Mutuel Empls. No. 280 (299)
Louis F. Scaler, 299

Photo Engravers No. 32 (594)
John P. Thunen, 594

Pipe Trades Dist. Council No. 16 (2)
Lewis N. Burdett, 1

Plasterers & Cement Masons
Harry Martinez, Jr., 1

Plasterers & Cement Masons No. 2 (666)
Glen Milliron, 222
John E. Harrigan, 222
Sam D'Amico, 222

Plumbers No. 78 (2354)
Joseph A. Walsh, 1177
Doyle D. Waller, 1177

Printing Spec. & Paper Prod. No. 388 (999)
Ernie LeRoy, 333
John L. Donovan, 333
Susan Adams, 333

Printing Spec. & Paper Prod., Jt. Council No. 2 (2)
Helen Jones, 1
Don McCaughan, 1

Provision House Wkrs. No. 274 (2998)
Joseph A. Spitzer, 1000
Frank Aiello, 999
Robert F. Stevens, 999

Public Empls. So. Calif. Council No. 20 (2)
Daniel J. Scannell, 1

Railroad Trainmen No. 74 (329)
P. J. Matthews, 329

Railroad Trainmen No. 78 (388)
P. J. Matthews, 388

Railroad Trainmen No. 367 (87)
James E. Howe, 87

Railroad Trainmen No. 448 (722)
D. F. Fugit, 722

Railroad Trainmen No. 465 (490)
James E. Howe, 490

Re-inforced Iron Wkrs. No. 416 (599)
Frank Vaughn, 599

Rubber Wkrs. No. 44 (1381)
Herbert H. Wilson, 1381

Sheet Metal Wkrs. No. 108 (3759)
William F. Roy, 470
Curtis W. Neidig, 470
John C. Stewart, Jr., 470
Raymond R. Perez, 470
Virgil Fox, 470
Walter Metzger, 470
Charles Artman, 470
Eugene R. Edwards, 469

Sportswear & Cotton Garment Workers No. 266 (733)
John Ulene, 367
Dorothy Kinney, 366

Stage Empls. No. 33 (274)
Carl G. Cooper, 274

State Empls. No. 361 (36)
Ed Rosenberg, 18
McKay Mitchell, 18

Steelworkers No. 1986 (123)
G. J. Conway, 123

Street, Elec., Rwy. & M. C. E. No. 1277 (999)
C. M. Shaw, 500
Homer Porcher, 499

Structural Iron Wkrs. No. 433 (999)
Robert Whelchel, 500
John Fitzpatrick, 499

Tile Layers No. 18 (499)
Leo Vie, 499

Typographical No. 174 (1519)
J. A. AuBuchon, 760
E. L. Cruz, 759
R. M. Jones, 759
F. A. Latiolait, 759
C. R. Powers, 759

Utility Workers No. 132 (1380)
John C. Kreutz, 345
Ray M. Wilcox, 345
Lorenzo Gill, 345
Thirvin D. Fleetwood, 345

Waiters No. 17 (2823)
Charles Stirner, 1412
Edward Simpson, 1411

Waitresses No. 639 (4607)
Marie O'Keefe, 768
Mae Stoneman, 768
Evelyn S. Murphy, 768
Mary Pilgram, 768
Clara Gurney, 768
Anne Buckley, 767

LOS GATOS

Carpenters No. 2006 (565)
Bert J. Miles, 283
Harry W. Matlock, 282

LOS NIETOS

Brick & Clay Wkrs. No. 824 (313)
Servando B. Patian, 313

MARTINEZ

Bldg. & Const. Trades Council (2)
Howard Reed, 1

Central Labor Council (2)
Hugh Caudel, 1

Construction Laborers No. 324 (2700)
John A. Cespuglio, 450
Robert A. Skidmore, 450
Herbert J. Shoup, 450
Salvatore J. Minerva, 450
Clarence C. Cowell, 450
Thad T. Baker, 450

County Empls. No. 1675 (250)
James A. Harley, 125
George McClure, 125

Electrical Wkrs. No. 302 (775)
E. F. Stark, 259
John Thoming, 258
Joseph H. Glenn, 258

Electrical Wkrs. Joint Exec. Conference No. Calif. (2)
Clarence Fiegel, 1
E. F. Stark, 1

Oil, Chemical & Atomic Wkrs. No. 5 (1988)
Paul C. Boyd, 994
George D. Kelty, 994

MARYSVILLE

Bartenders & Cul. All. No. 715 (216)
Frank Quiggle, 216

Central Labor Council (2)
C. R. Van Winkle, 1

MAYWOOD

Auto Wkrs. No. 509 (1621)
DeWitt Stone, 541
Clyde Baker, 540
Weir Russell, 540

Auto Wkrs. No. 808 (1116)
Victor C. Gonzales, 558
Marcos V. Barron, 558

Glass Bottle Blowers No. 145 (128)
Wyatt R. Lazenby, 128

Glass Bottle Blowers No. 148 (399)
Clarence Kiphen, 200
Ted Lewis, 199

MILPITAS

Auto Wkrs. No. 560 (2130)
Sam Petralla, 1065
George Sylva, 1065

MODESTO

Central Labor Council (2)
C. A. Green, 1

Plasterers No. 429 (30)
C. A. Green, 30

MONTEREY

Bldg. & Const. Trades Council (2)
George Wilson, 1
Kenneth Holt, 1

Carpenters No. 1323 (597)
Paul Richards, 299
George J. Wilson, 298

Central Labor Council of Monterey Peninsula (2)
Florence Viall, 1

Hod Carriers & Common Laborers No. 690 (413)
Geo. E. Jenkins, 207
Kenneth Holt, 206

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Steelworkers No. 1502 (569)
Joseph DiLucchio, 285
Kenneth Williams, 284

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Carpenters No. 1280 (1218)
L. E. Bee, 609
George E. Prince, 609

Hardwood Floor Layers No. 3107 (212)
Rudolph W. Wade, 212

NAPA

Bartenders & Culinary Wkrs. No. 753 (364)
Ernest E. Collicutt, 364

Carpenters No. 2114 (329)
Fred Schoonmaker, 329

Hod Carriers & Gen. Laborers No. 371 (454)
Jessie O. Payne, 227
Louis A. Buck, 227

NILES

Steelworkers No. 3367 (456)
Joseph Angelo, 456

NORTH HOLLYWOOD

Auto Workers No. 179 (2053)
William Lewis, 685
Eugene Burkard, 684
Mary Mangelli, 684

OAKLAND

Allied Printing Trades Council, East Bay Cities (2)
Fred Brooks, 1

Auto Workers No. 76 (819)
Ray Andrada, 410
Manuel Dias, 409

Auto Wkrs. No. 333 (786)
Edwin C. Meyers, 393
Reid Bailey, 393

Auto Wkrs. No. 1031 (1186)
Jack E. Tobler, 396
John P. Herrera, 395
Albert J. Brewer, 395

Bartenders No. 52 (1231)
James F. Murphy, 308
Steven J. Revilak, 308
Joseph J. Canale, 308
John F. Quinn, 307
Bldg. & Const. Trades Council (2)
J. L. Childers, 1
John A. Davy, 1
Building Service Employees No. 18 (1767)
W. Douglas Geldert, 442
Edna E. Lallement, 442
Benjamin J. Tuse, 442
Victor C. Brandt, 441
Butchers No. 120 (2361)
S. E. Thornton, 787
A. E. Coe, 787
William S. Brady, 787
Carpenters No. 36 (1963)
Oscar N. Anderson, 982
James Brooks, 981
Carpenters No. 1473 (452)
R. G. Baker, 452
Carpet, Lino. & Soft Tile Wkrs. No. 1290 (324)
Charles J. Garoni, 324
Central Labor Council (2)
Robert S. Ash, 1
Joseph W. Chaudet, 1
Chemical Wkrs. Dist. Council No. 2 (2)
J. A. Thomas, 1
Cleaning & Dye House Wkrs. No. 3009 (1277)
Russell R. Crowell, 1277
Clerks & Lumber Handlers No. 939 (74)
Joseph M. Souza, 74
Commercial Telegraphers No. 208 (99)
George W. Hageman, 99
Communications Wkrs. No. 9490 (851)
R. Garcia, 284
E. R. McKiver, 284
A. R. Hellender, 283
Construction & Gen. Laborers No. 304 (2998)
Lee Lalor (600)
Paul L. Jones, 600
Jay R. Johnson, 600
Howard Bostwick, 599
Lester A. Smith, 599
Cooks No. 228 (1999)
H. J. Badger, 400
Jack B. Faber, 400
Paul L. Sander, 400
Art K. Leischman, 400
Harry Goodrich, 399
Culinary Wkrs. No. 31 (3509)
Edrie E. Wright, 585
Fran Childers, 585
Elmo Rua, 585
Jody Kerrigan, 585
Betty Borikas, 585
Inez Figone, 584
Dining Car Cooks & Waiters No. 456 (244)
T. W. Anderson, 122
E. V. Blandere, 122
Electrical Wkrs. No. 1245 (10,000)
Ronald T. Weakley, 1000
J. E. Gibbs, Jr., 1000
M. A. Walters, 1000
Daniel J. McPeak, 1000
A. R. Kaznowski, 1000
Marvin C. Brooks, 1000
Gerald F. Watson, 1000
Robert E. Staab, 1000
John W. Michael, 1000
R. D. McBraunehue, 1000
Electrical Wkrs. No. B-595 (1249)
Jerry Donahue, Jr., 312
Albert Real, 312
Chester Baker, 313
Wm. E. Dunning, 312
Fire Fighters No. 55 (660)
Albert E. Albertoni, 330
Ralph M. Anthony, 330
Gardeners, Florists & Nurserymen No. 1206 (84)
Wm. H. Norman, 42
Abel M. Silva, 42
Glass Bottle Blowers No. 141 (599)
Gratalee Reese, 300
Marge Jungclaus, 299
Hod Carriers No. 166 (399)
E. C. McBride, 200
R. L. Bell, 199
Lathers No. 88 (169)
Rex B. Pritchard, 169
Laundry Wkrs. No. 3012 (1030)
Eddie Maney, 258
Millie Castelluccio, 258
Iva Vance, 257
Jessie White, 257
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Wilbur N. Thomas, 1
Vester Beadle, 1
Machinists Dist. Lodge No. 115 (2)
Melvin E. Thompson, 1
Machinists No. 284 (1999)
Arthur B. Briggs, 667
Edward J. Logue, 666
William Standnisky, 666
Machinists, Automotive No. 1546 (4514)
Manuel E. Francis, 753
Manuel F. Damas, 752
A. J. Hayes, 752
E. H. Vernon, 752
DeWayne Williams, 752
E. F. Andrews, 752
Machinists No. 1566 (1079)
Melvin E. Thompson, 1079
Moving Picture Operators No. 169 (88)
Irving S. Cohn, 44
John A. Forde, 44
Office Employees No. 29 (1824)
Leah Newberry, 456
Richard Groulx, 456
Nellie Lund, 456
Marilyn Moore, 456
Operating (Stationary) Engineers No. 736 (131)
Fred M. Pruitt, 131
Painters No. 127 (242)
Marvin D. Edwards, 121
Albert L. King, 121
Painters, Auto & Ship No. 1176 (409)
Leslie K. Moore, 205
Fred J. Campbell, 204
Painters Dist. Council No. 16 (2)
W. C. (Wally) Rood, 1
Paint Makers No. 1101 (565)
Peter J. Ceremello, 283
William Bringhurst, 282
Plasterers No. 112 (91)
Melvin H. Roots, 91
Plumbers & Gas Fitters No. 444 (899)
Ben H. Beynon, 450
Dominick J. Mooney, 449
Printing Pressmen No. 125 (199)
Fred Brooks, 199
Printing Spec. & Paper Products No. 382 (1425)
John G. Ferro, 1425
Printing Spec. & Paper Products No. 678 (604)
Raymond Geiger, 302
William Summey, 302
Railroad Trainmen No. 71 (241)
John McGillicuddy, 241
Retail Food Clerks No. 870 (1199)
Harris C. Wilkin, 1199
Sheet Metal Wkrs. No. 216 (499)
Warren J. Payne, 250
Joseph F. Pruss, 249
Sheet Metal Wkrs. No. 355 (216)
Arron R. Stewart, 216
Shipyard & Marine Shop Laborers No. 886 (687)
L. B. Blackwell, 687
Sleeping Car Porters (249)
C. L. Dellums, 249
Steelworkers No. 1798 (302)
Raymond Maldonado, 302
Street Carmen No. 192 (999)
Fred V. Stambaugh, 999
Theatrical Empls. No. B-82 (99)
Joe Connelly, 99
Theatrical Janitors No. 121 (83)
Frank L. Figone, 83
Theatrical Stage Empls. No. 107 (33)
John F. Craig, 33
Typographical Unions Calif. Conf. (2)
John W. Austin, 1
Typographical Workers No. 36 (592)
John W. Austin, 296
Ted F. Trautner, 296

OLIVE VIEW

City, County & State Empls. No. 347 (159)
Sidney Moore, 159

OROVILLE

Central Labor Council (2)
Virginia L. Davis, 1

OXNARD

Carpenters No. 2042 (334)
Robert Benton, 167
Joseph Misale, 167

PALM SPRINGS

Carpenters No. 1046 (379)
Roy Lee, 379
Painters No. 1627 (96)
Arthur Faulkner, 96

PALO ALTO

Barbers No. 914 (119)
Frank E. Ermey, 119
Carpenters No. 668 (1080)
James E. Powers, 270
Chester Keeton, 270
Fred Pierce, 270
Owen Kettenburg, 270
Painters No. 388 (342)
Roger M. Brennan, 342
Post Office Clerks, Calif. Federation of (2)
Charles V. Tully, 1

PASADENA

Carpenters No. 769 (1091)
Peter P. Keller, 546
Floyd S. Alvord, 545
Hod Carriers & Common Laborers No. 439 (358)
Joseph Herbert, 358
Hotel-Restaurant Empls. No. 531 (2207)
Hilton Porter, 1104
Edith Glenn, 1103
Meat Cutters No. 439 (1799)
R. F. Robinson, 600
Arnold Hackman, 600
Charles Lang, 599
Painters No. 92 (470)
Albert C. Miller, 235
B. Richard Overmier, 235
Railroad Trainmen No. 1008 (106)
D. F. Fugit, 106

PETALUMA

Bartenders & Culinary Wkrs. No. 271 (358)
Earl P. Byars, 358

PICO RIVERA

Auto Workers No. 923 (2134)
Thomas L. Martinez, 427
Ralph M. Romero, 427
Lewis H. Michener, 427
James N. Carroll, 427
Thomas J. Stephens, 426

PITTSBURG

Culinary Wkrs. & Bartenders No. 822 (731)
Chuck Alleman, 366
Vince Licari, 365
Glass Bottle Blowers No. 160 (168)
John D. Rooks, 168
Steelworkers No. 1440 (2452)
William L. Milano, 618
Thomas B. Henderson, 617
Ernest R. Allen, 617

POMONA

Barbers No. 702 (86)
Premo M. Valle, 86

Painters No. 979 (468)
Herbert C. Evetts, 234
Albert E. Cash, 234
Retail Clerks No. 1428 (2287)
John M. Sperry, 763
Maurice Z. Cofer, 762
Gayle O'Brien, 762

REDDING

Auto & Machinists No. 1397 259)
Robert Hancock, 259
Central Labor Union, Five Counties (2)
Hugh Allen, 1
H. L. Weingartner, 1
Culinary Wkrs. No. 470 (919)
Clarice Rabe, 919
Lumber & Sawmill Wkrs. No. 2608 (49)
Hugh Allen, 49
Meat Cutters & Butchers No. 352 (299)
Gordon W. Hauskins, 299
Retail Clerks No. 1364 (625)
Robert E. Koenig, 313
Harley L. Weingartner, 312

REDONDO BEACH

Carpenters No. 1478 (1229)
Clifford G. Bone, 615
Frank J. Griffin, 614

REDWOOD CITY

Electrical Wkrs. No. 1969 (324)
Merritt G. Snyder, 162
Franklin W. Stafford, 162
Painters No. 1146 (61)
C. Pat Gass, 31
Forest Reece, 30

RESEDA

Carpenters No. 844 (1591)
W. D. Mitchell, 1591

RICHMOND

Bartenders & Culinary Wkrs. No. 595 (1830)
D. E. Robinette, 458
Bernice A. Cooper, 458
Charles F. Cooper, 457
Mary R. Murphy, 457
Beauticians No. 508-A (92)
Gaye Campbell, 92
Boilermakers No. 513 (224)
Ernest M. King, 112
Glen A. Reynolds, 112
Machinists No. 824 (1507)
Samuel A. Swisher, 754
Walter T. Koop, 753
M. P. Projectionists No. 560 (59)
Hugh Caudel, 59
Operative Potters No. 89 (177)
E. N. Steward, 177
Retail Clerks No. 1179 (2533)
D. Bill Henderson, 1266
Jack Luther, 1267

RIVERSIDE

Carpenters No. 235 (833)
John H. Allen, 278
Dale F. Hansen, 278
A. C. Brooks, 277
Central Labor Council (2)
B. W. Phillips, 1
Electrical Wkrs. No. 440 (253)
Walter L. Stephenson, 253
Hod Carriers & Gen. Laborers No. 1184 (1739)
John H. Cox, 348
Dewey Franklin, 348
Roscoe Grosvenor, 348
R. L. Robinson, 348
James L. Smith, 347
Painters, Dist. Council No. 48 (2)
Jack T. Cox, 1
H. C. Evetts, 1
Retail Clerks No. 1167 (2264)
Ted Phillips, 1132
Ray Butler, 1132

SACRAMENTO

Allied Printing Trades Council (2)
Joseph J. Selenski, 1
Barbers No. 112 (232)
Olaf Karlstad, 116
C. E. Rynearson, 116
Bartenders No. 600 (671)
Thomas Peterson, 224
Ray McCarthy, 224
W. G. Victor, 223
Bookbinders No. 35 (167)
Joseph J. Selenski, 167
Building and Construction Trades Council (2)
R. A. Caples, 1
George Peterson, 1
Building Service Empls. No. 22 (299)
William Aitken, 150
Thomas P. Coleman, 149
Building Service Empls. No. 411 (39)
Bud Aronson, 20
Frank Fitzgerald, 19
Butchers No. 498 (2076)
Roy Mack, 519
Howard Barnes, 519
Charles Giles, 519
Mel Clyma, 519
Calif. Dept. of Industrial Relations Empls. No. 1031 (49)
Gunnar Benonys, 25
Wm. Burke, 24
Carpenters Dist. Council (2)
A. J. Page, 1
E. Westerman, 1
Carpenters No. 586 (1899)
Albert N. Allen, 475
Rex Holt, 475
L. S. DeMoulette, 475
Herb F. Haltz, 474
Carpet, Linoleum & Soft Tile Wkrs. No. 1237 (157)
W. Wesley Percy, 79
Robert N. Dike, 78
Cement Masons No. 582 (387)
Gordon Bishop, 194
Arthur Oyler, 193
Central Labor Council (2)
Harry Finks, 1
Lilas Jones, 1
Communications Wkrs. No. 9421 (749)
Norman E. McClung, 250
Arthur B. Hitchcock, 250
Kathryn I. Akin, 249
Const. & Gen. Laborers No. 185 (3498)
William R. Brickell, 1166
Percy F. Ball, 1166
J. F. Petersen, 1166
Cooks No. 683 (721)
Barney Jackson, 721
County Empls. No. 146 (89)
H. E. Johnson, 45
Louis P. Gutenberger, 44
Electrical Wkrs. No. 340 (249)
Richard A. McDonald, 125
Robert E. Mudd, 124
Fire Fighters No. 522 (183)
John A. Lewis, 92
Robert A. Knuth, 91
Fire Fighters No. F-57 (39)
Dale Flaherty, 39
Hod Carriers No. 262 (182)
James F. Florian, 182
Lathers No. 109 (91)
Robert H. Worthy, 91
Machinists No. 33 (174)
Lennis D. Tupper, 174
Millmen No. 1618 (214)
Edwin Westerman, 214
Miscl. Empls. No. 393 (1061)
Ralph P. Gross, 1061
M. P. Projectionists No. 252 (45)
W. R. Federolf, 23
L. E. McMillin, 22
Nat'l Broadcast Empls. No. 55 (29)
James S. Randall, 15
John Axtell, 14
Painters No. 487 (583)
Harry J. Buckman, 292
Jerome P. Whitman, 291
Plumbers & Steamfitters No. 447 (299)
Wm. M. Francis, 150
Matthew J. Rotz, 149
Printing Pressmen No. 60 (124)
John M. Brown, 62
Martin Joseph Camacho, 62
Railroad Trainmen No. 340 (265)
John McGillicuddy, 265
Retail Clereks No. 588 (1999)
Jas. F. Alexander, 400
Bryson F. Huiting, 400
Howard R. Bramson, 400
Wallace P. Pierce, 400
Wynn C. Plank, 399
Rocket and Guided Missile No. 946 (4693)
Robert Hobbs, 470
Clyde Peterson, 470
John Etherton, 470
Marlin McCune, 469
Don C. Williams, 469
Edward Sliker, 469
Gerald D. Pierce, 469
Larry Cooke, 469
Thomas F. Maher, 469
Everett Franklin, 469
Sheet Metal Wkrs. No. 162 (442)
James C. Luke, 442
State Empls., Calif. State Council (2)
Stan Hart, 1
Sam Hunegs, 1
Street, Elec., Rwy. & M. C. Operators No. 256 (149)
Francis K. Wilson, 149
Teachers No. 31 (54)
Bill Lukey, 27
Franz Sanden, 27
Teachers, Calif. State Fed. (2)
J. Paul McGinnis, 1
Ralph Schloming, 1
Theatre Empls. No. B-66 (99)
Harry Finks, 99
Typographical No. 46 (372)
Conrad C. Haug, 372
Waiters & Waitresses No. 561 (1109)
Lilas Jones, 555
Ethel Moran, 554
Whsle. Plumbing House Empls. No. 447 Aux. (77)
J. T. Minear, 77

SALINAS

Central Labor Council (2)
Carl Carr, 1
Hotel, Rest. Empls. & Bartenders No. 355 (232)
Virgil C. Knight, 116
Alfred J. Clark, 116
Packinghouse Wkrs. No. 78 (896)
Helen Hardeman, 299
Willa Johnston, 299
William E. Maples, 298
Retail Clerks No. 839 (490)
Carl N. Carr, 490

SAN BERNARDINO

Barbers & Beauticians No. 253 (131)
Clark A. Hinton, 131
Carpenters No. 944 (1371)
Vern C. Rippertow, 686
W. K. Chaney, 685
Carpenters, Dist. Council (2)
Arthur Jensen, 1
Central Labor Council (2)
Earl Wilson, 1
Ray Wilson, 1
Electrical Wkrs. No. 477 (549)
Jack Carney, 549
Electrical Wkrs. No. 848 (284)
V. A. Yerton, 284
Hod Carriers & Com. Labrs. No. 783 (1690)
Ray M. Wilson, 1690
Lathers No. 252 (157)
Ivan Lee Buck, 157
Locomotive Firemen & Enginmen No. 314 (15)
James L. Evans, 15
Machinists No. 1047 (219)
George H. Dickson, 219
M. P. Projectionists No. 577 (39)
C. R. Douglas, 20
D. H. Nophsker, 19
Office Empls. No. 83 (48)
Burnell W. Phillips, 48
Plumbers and Steamfitters No. 364 (599)
R. F. Kruggel, 599

Railway Carmen No. 842 (34)
S. W. Costephine, 34
Theatrical Stage Empls. No. 614 (39)
Earl Wilson, 39

SAN BRUNO

Transport Wkrs. No. 505 (183)
Norman Allshouse, 92
Roy Wilson, 91

SAN DIEGO

Allied Printing Trades Council (2)
William J. Brine, 1
Auto Wkrs. No. 506 (2456)
Robert L. Spears, 2456
Brick & Clay Wkrs. No. 955 (36)
Servando B. Patian, 18
Francisco Tavares, 18
Bridgemen No. 229 (174)
Johnnie Waldrop, 174
Bldg. & Const. Trades Council (2)
Walter J. DeBrunner, 1
Butchers No. 229 (1832)
Max J. Osslo, 1832
Carpenters Dist. Council (2)
Armon L. Henderson, 1
Andrew B. Anderson, 1
Carpenters No. 1296 (1696)
Thomas Palmer, 424
Arthur Shipway, 424
J. W. Parker, 424
Steve Kanich, 424
Carpenters No. 1571 (948)
Malcolm Mercer, 948
Central Labor Council (2)
Charles J. Hardy, 1
John W. Quimby, 1
Clothing Wkrs. No. 288 (299)
Irwin Dick, 150
Ellen (Betty) Glaze, 149
County & Municipal Empls. No. 127 (1009)
Otto W. Hahn, 505
James L. McCormac, 504
Culinary Alliance & Hotel Service Empls. No. 402 (3063)
M. C. (Irish) Bray, 438
Edward Clouette, 438
Lucy Galaski, 438
Joe LiMandri, 438
Loretta Proctor, 437
Esther Ryan, 437
Dudley Wright, 437
Electrical Wkrs. No. 465 (549)
Vernon W. Hughes, 275
Robert D. Parsons, 274
Electrical Wkrs. No. 569 (1519)
M. J. Collins, 380
F. R. Underhill, 380
R. S. Cowan, 380
M. E. McGeary, 379
Fire Fighters No. 145 (431)
H. C. Harmelink, 216
S. P. Matesz, 215
Fish Cannery Wkrs. of the Pacific (1999)
John Hawk, 1999
Hod Carriers & Constr. Labrs. No. 89 (4631)
R. R. Richardson, 515
Raymond Stedry, 515
William L. Brown, 515
Chas. A. Johnson, 515
Frank Boyd, 515
Jessie Baker, 514
Rudolph Moreno, 514
Arthur Ramirez, 514
Manuel Aviiez, 514
Iron Wkrs. No. 627 (550)
Bob Leon Rose, 275
Lloyd Sanders, 275
Machinists No. 2191 (1448)
Virginia Ferson, 1448
Machinists No. 2194 (1119)
James Ferson, 1119
Millmen No. 2020 (707)
Donald K. Overhiser, 236
Marion N. Long, 236
Henry G. Wilder, 235
M. P. Projectionists No. 297 (84)
Edward H. Dowell, 84
Operating Engineers No. 526 (199)
William S. Huston, 100
Oliver H. Williamson, 99
Painters No. 333 (724)
H. C. Baker, 242
J. A. Lee, 241
E. W. Petersen, 241
Roofers No. 45 (102)
Harry B. Feldman, 102
Shipwrights, Boatbuilders No. 1300 (322)
Fred Applegate, 322
Street, Elec. Rlwy. & M. C. Oprs. No. 1309 (463)
Victor D. Baldwin, 232
Merle M. Genet, 231
Typographical No. 221 (414)
Wm. J. Brine, 414
Waiters & Bartenders No. 500 (1093)
Charles J. Hardy, 365
Peter N. George, 364
William J. Mulligan, 364

SAN FRANCISCO

Allied Printing Trades, Calif. Conf. (2)
Clinton N. Jetmore, 1
Horace W. Stafford, 1
Allied Printing Trades Council (2)
Clark Q. Stowe, 1
August Schiller, 1
American Radio Assn. (249)
Phillip O'Rourke, 249
Apartment, Motel, Hotel & Elevator Oper. No. 14 (458)
Philip J. Deredi, 458
Automotive Machinists No. 1305 (3553)
J. P. Andersen, 711
C. L. Hoppe, 711
Fred L. Martin, 711
Joseph M. Doody, Jr., 710
Fritz Mey, 710
Bakers No. 24 (1499)
Edward Kemmitt, 375
Herman Pelz, 375
Wm. E. Stief, 375
Perry Rose, 374
Barbers & Beauticians No. 148 (1044)
M. C. Isaksen, 348
Noel J. Clement, 348
Dean B. Hillam, 348
Bartenders, Culinary Wkrs. Local Joint Exec. Board (2)
Anthony Anselmo, 1
Bartenders No. 41 (2915)
Art Dougherty, 486
Roy Kenny, 486
Wm. McCabe, 486
Wm. G. Walsh, 486
Geo. C. Corey, 486
Wm. T. Holloway, 485
Bill Posters & Billers No. 44 (86)
Loyal H. Gilmour, 86
Boilermakers No. 6 (999)
E. Rainbow, 333
W. P. Barros, 333
H. L. Solomon, 333
Bldg. & Const. Trades Council (2)
A. F. Mailloux, 1
Terence O'Sullivan, 1
Bldg. & Const. Trades Council Calif. State (2)
Bryan P. Deavers, 1
Bldg. Service Employees No. 87 (1199)
George Hardy, 1199
Butchers No. 115 (3381)
George Mesure, 846
Richard Brugge, Sr., 845
Thos. Anderson, 845
Alfred Lombardi, 845
Butchers, Western Conference of (2)
Richard Lautermilch, 1
Candy & Glace Fruit Wkrs. No. 158 (699)
Austin Tully, 699
Carpenters, Calif. State Council (2)
H. J. Harkleroad, 1
Carpenters, Bay Counties Dist. Council (2)
C. R. Bartalini, 1
A. A. Figone, 1
Carpenters No. 22 (1999)
John Welsh, 1000
George Fessler, 999
Carpenters No. 483 (1052)
Al Figone, 526
Ernie Aronson, 526
Carpet. & Linoleum Layers No. 1235 (364)
Jack P. Elmore, 364
Central Labor Council (2)
George W. Johns, 1
City & County Empls. No. 400 (199)
J. E. Jeffrey, 199
Cloakmakers No. 8 (716)
Jack Taub, 716
Clothing Workers No. 42 (599)
Sam Krips, 599
Clothing Wkrs. Jt. Board (2)
Sam Krips, 1
Commercial Telegraphers No. 34 (949)
James W. Cross, 949
Const. & Gen. Laborers No. 261 (2998)
Sam Capriolo, 429
Pat Devlin, 429
Fred Lee, 428
Tom Green, 428
Allen Scott, 428
August Braneon, 428
Jim Foley, 428
Cooks No. 44 (2520)
Melo Jovich, 420
Nick Stevens, 420
Mable Simmons, 420
C. T. McDonough, 420
Joseph Belardi, 420
Wm. Kilpatrick, 420
Dental Technicians of No. Calif. No. 99 (81)
Lew C. G. Blix, 81
Dressmakers No. 101 (1116)
Jennie Matyas, 1116
Electrical Workers No. 6 (799)
Charles J. Foehn, 267
Warren DeMerritt, 266
Wm. E. Flanagan, 266
Elevator Constructors No. 8 (149)
Thomas E. Fitzgerald, 149
Fire Fighters No. 798 (1690)
Robert F. Callahan, 423
Daniel F. Driscoll, 423
Jerome J. Mahoney, 422
H. G. Follett, 422
Furniture Workers No. 262 (1093)
Fred Stefan, 547
Joseph Pierucci, 546
Garment Cutters No. 45 (67)
Andy Ahern, 67
Garment Workers No. 131 (1053)
Lily Bianco, 527
Mary J. Fierros, 526
Glaziers & Glass Workers No. 718 (389)
Jack Kopke, 389
Government Empls. No. 922 (64)
Clarence R. Johnson, 64
Hotel & Club Service Workers No. 283 (2979)
Bertha Metro, 497
Glenn Chaplin, 497
Marie E. Stephens, 497
Lillian McKnight, 496
Elizabeth Shaw, 496
Leo Ware, 496
Inlandboatmen of the Pacific (299)
Raoul A. Vincilione, 299
Iron Workers, State Dist. Council (2)
Juel Drake, 1
L. W. Wheeler, 1
I. U. Electrical Wkrs. No. 852 (164)
Harry Niehaus, 164
Laborers, No. Calif. Dist. Council (2)
Chas. Robinson, 1
Jay Johnson, 1
Ladies Garment Cutters No. 213 (124)
Cornelius Wall, 124
Locomotive Firemen & Enginemen, Calif. Legis. Bd. (2)
William V. Ellis, 1
J. L. Evans, 1

Locomotive Firemen & Enginemen Council (2)
D. B. McGriff, 1
C. R. McGowan, 1
Lumber & Sawmill Workers, Calif. State Council (2)
N. G. Cordil, 1
Machinists No. 68 (3773)
Stanley Jensen, 1887
Merrill Cooper, 1886
Machinists No. 1327 (4998)
Chris Amadio, 2499
Charles Barnes, 2499
Mailers No. 18 (199)
Horace W. Stafford, 199
Marine Cooks & Stewards (4998)
Ed Turner, 714
Louis Foyt, 714
Frank Gomar, 714
Don Rotan, 714
Tom Nugent, 714
Maurice Fein, 714
Joe Goren, 714
Marine Firemen (1999)
S. E. Bennett, 1000
Robert Sherrill, 999
Marine Staff Officers, Office & Allied Personnel (49)
Len McNichol, 25
George Issel, 24
Masters, Mates & Pilots No. 89 (19)
Capt. William J. Olsen, 10
Capt. Alfred C. Aitken, 9
Masters, Mates & Pilots No. 90 (1099)
Eugene W. Wilson, 1099
Metal Trades Bay Cities Council (2)
Thomas A. Rotell, 1
Joe Roberts, 1
Millinery Workers No. 40 (14)
Anne Draper, 14
Misc. & Wood Workers No. 2565 (279)
Wm. W. White, 140
Rose M. White, 139
Miscellaneous Employees No. 110 (2430)
Wm. T. Donovan, 405
A. T. Gabriel, 405
Charles Gricus, 405
Wiley Nelum, 405
Roger W. Smith, 405
Mildred Washington, 405
Willie Bible
Molders & Foundry Wkrs. No. 164 (324)
Thomas A. Rotell, 324
M. P. Machine Operators No. 162 (162)
Henry Meyer, 162
Municipal Park Empls. No. 311 (133)
John P. McLaughlin, 133
Musicians No. 6 (1166)
A. Ray Engel, 583
William J. Catalano, 583
Murray Heller, 583
Nat'l Broadcast Empls. No. 51 (154)
N. J. Greene, 77
Robert Healy, 77
Nat'l Maritime Union (499)
Thomas Martinez, 499
Newspaper Guild No. 52 (1398)
Sam B. Eubanks, 699
Lou Webb, 699
Office Empls. No. 3 (599)
Eleanor Clifford, 300
Phyllis Mitchell, 299
Operating Engineers No. 3 (11,995)
N. J. Carman, 1200
Al Clem, 1200
Jerry Dowd, 1200
Paul Edgecombe, 1200
A. J. Hope, 1200
D. R. Kinchloe, 1199
Wm. Mettz, 1199
W. V. Minahan, 1199
Al McNamara, 1199
Ernest Nelson, 1199
Operating Engineers No. 39 (1500)
James T. Rivers, 300
Matt Tracy, 300
E. A. Tannehill, 300
A. R. Oughton, 300
Joseph Perez, 300
Operating Engineers, Calif. State Branch (2)
Frank Lawrence, 1
Chas. Newman, 1
Painters No. 19 (1179)
Thomas Begley, 295
Dow Wilson, 295
Walter E. Diethelm, 295
Paul Wells, 294
Painters No. 1158 (946)
Sol Drain, 473
James Gavin, 473
Paint & Brush Makers No. 1071 (422)
Kenneth E. Reexes, 211
John R. Shoop, 211
Painters, Dist. Council No. 8 (2)
Harry L. Bigarani, 1
Edgar Hammer, 1
Pharmacists No. 838 (399)
Homer L. Asselin, 399
Pile Drivers No. 34 (499)
J. T. Wagner, 499
Pipe Trades Council of Calif. (2)
William Francis, 1
Plasterers & Cement Masons, Dist. Council of No. Calif. (2)
Jos. P. Egan, 1
Frank J. Nieberding, 1
Plumbers & Pipefitters No. 38 (2499)
Cyrus Dempsey, 833
Gus Katsarsky, 833
Robert Costello, 833
Printing Pressmen No. 24 (622)
Arthur Sanford, 622
Printing Specialities & P. C. No. 362 (1113)
Louis Moretton, 1113
Professional Embalmers No. 90-49 (106)
John F. Crowley, 106
R. R. Trainmen, Calif. Legis. Bd. (2)
G. W. Ballard, 1
Retail Clerks, State Council of Calif. (2)
Larry Vail, 1
Retail Dept. Store Empls. No. 1100 (6077)
Leona Graves, 6077
Retail Grocery Clerks No. 648 (2099)
Robert Hunter, 420
Maurice Hartshorn, 420
Eric C. Lyons, 420
John J. Hill, 420
C. H. Jinkerson, 419
Retail Shoe & Textile Salesmen No. 410 (715)
William Silverstein, 715
Sailors Union of the Pacific (5775)
Morris Weisberger, 578
Jim Dimitratos, 578
Ed Wilson, 578
Harry Johnson, 578
Jack Dwyer, 578
C. P. Shanahan, 577
Arthur Benjamin, 577
John Davis, 577
George L. Williamson, 577
Jack Casper, 577
Seafarers, Atlantic & Gulf Dist. (749)
Walter H. Sibley, 375
Anthony Goncalves, 374
Scrap Iron, Metal, Salv. & Waste Material Wkrs. No. 965 (183)
Jack Streit, 183
Sign & Pictorial Painters No. 510 (219)
Richard H. Wendelt, 219
Steelworkers No. 1069 (1119)
Frank E. White, 1119
Teachers No. 61 (791)
Daniel O'Brien, 264
Francis G. Driscoll, 264
Howard Edminster, 263
Theatrical Employees No. B-18 (449)
Wm. P. Sutherland, 449
Theatrical Janitors No. 9 (140)
Ellis Cheney, 140
Theatrical Stage Empls. No. 16 (74)
Frank O'Leary, 74
Typographical No. 21 (1632)
Clark Q. Stowe, 327
Don H. Abrams, 327
Francis J. Archdeacon, 326
R. C. Patterson, 326
Edward Sarkon, 326
Union Label Section (2)
Edward Ponn, 1
James C. Symes, 1
Variety Artists (199)
Phil Downing, 100
Vince Silk, 99
Waiters & Dairy Lunchmen No. 30 (3611)
Sam Garbo, 602
Jos. Iacono, 602
Peter Lallas, 602
Tommy Sinclair, 602
Joe Wilder, 602
Sanford J. Williams, 601
Waitresses No. 48 (4278)
Jackie Walsh, 713
Hazel O'Brien, 713
Frankie Behan, 713
Elizabeth Kelley, 713
Dorothy Brady, 713
Beryle Sheffield, 713
Watchmakers No. 101 (199)
George F. Allen, 199
Web Pressmen No. 4 (199)
Manuel Santos, 100
John F. Kelly, 99
Western Conference of Specialty Unions (2)
Kenneth Young, 1
John L. Donovan, 1
Wood, Wire & Metal Lathers No. 65 (136)
James S. Lee, 136

SAN JOSE

Barbers No. 252 (169)
Frank Chirco, 85
Anthony Agrillo, 84
Bartenders No. 577 (599)
Herschell Morgan, 300
Larry S. Cline, 299
Bldg. & Constr. Trades Council (2)
Otto E. Sargent, 1
Roger M. Brennan, 1
Carpenters, Dist. Council (2)
F. O. Jorgensen, 1
Carpenters No. 316 (2391)
Clarence Braeger, 2391
Cement Laborers No. 270 (2937)
Wm. Zalabak, 588
Joe Kenney, 588
H. F. Whitehouse, 587
R. H. Medina, 587
John Pierini, 587
Cement Masons No. 25 (447)
Joseph J. Pacheco, 224
Jackson W. Parry, 223
Central Labor Council (2)
Herschell Morgan, 1
Electrical Wkrs. No. 332 (299)
Walter Minkel, 150
Tom Suhr, 149
Fire Fighters No. 873 (198)
Ralph Bernardo, 198
Hod Carriers No. 234 (367)
Robert J. Spottswoods, 184
James R. Woodbury, 183
Hotels, Rest. & Hotel Service Empls. No. 180 (3354)
Louis Bosco, 1677
Lee Stears, 1677
Lathers, Calif. State Council (2)
William Ward, 1
Painters, Dist. Council No. 33 (2)
Chas. R. Downey, 1
Painters No. 484 (813)
Otto E. Sargent, 813
Painters No. 507 (1030)
Charlie A. Davis, 258
Sal Lopez, 258
Jerome Downey, 257
Anthony Canton, 257

Police Dept. Empls. No. 170 (176)
James Guido, 88
Roland Miller, 88
Public Employees No. 1409 (99)
Jay M. Hartman, 99
Retail Clerks No. 428 (1999)
James P. McLoughlin, 1000
Claude L. Fernandez, 999
Sheet Metal Wkrs. No. 309 (366)
Floyd W. Reed, 366
Street Carmen No. 265 (89)
Ralph T. McDonald, 89
Typographcial No. 231 (149)
James T. Howard, 149
Utility Workers No. 259 (63)
Edward T. Shedlock, 63

SAN MATEO

Air Transport Empls. No. 1781 (3615)
Salvatore Menta, 1808
Robert Craig, 1807
Bartenders Culinary Workers No. 340 (2809)
Thomas A. Small, 2809
Butchers No. 516 (620)
Edwin F. Michelsen, 620
Carpenters No. 162 (1011)
Earl W. Honerlah, 253
Ira Hoover, 253
Floyd Murphy, 253
Joseph E. Cambiano, 253
Central Labor Council (2)
Edwin Michelsen, 1
Salvatore Menta, 1
Const. & Gen. Laborers No. 389 (1066)
Chas. Benton, 267
Phil Thorpe, 267
Glen Hopper, 266
Floyd Elliott, 266
County Employees No. 829 (337)
Elmer Bushby, 337
Electrical Workers No. 617 (99)
W. H. Diederichsen, 45
Albert J. Cameron, 44
Laundry Workers No. 143 (149)
Ruth M. Bradley, 149
Paint, Varnish & Lacquer Makers No. 1053 (304)
Raymond Angeli, 304
Painters & Decorators No. 913 (489)
Kenneth M. Hower, 489
Plumbers No. 467 (307)
Sam Abruscato, 154
Irving Hupp, 153
Retail Clerks No. 775 (499)
Carl E. Cohenour, 250
Russell E. Hovland, 249
Sheet Metal Wkrs. No. 272 (59)
Irvin L. Eilenberger, 59

SAN PEDRO

Bartenders No. 591 (359)
Andrew Hemnes, 359
Carpenters No. 1140 (809)
Gordon M. Goar, 405
R. L. Roscher, 404
Hotel, Restaurant, Cafeteria & Motel Empls. No. 512 (1605)
Mary J. Olson, 321
Edna N. Waugh, 321
Bernice Hoagland, 321
Goldie Price, 321
Beulah Class, 321
Lathers No. 366 (57)
Leighton W. Sion, 57
Pile Drivers No. 2375 (499)
Cecil O. Johnson, 250
Joseph J. Moreno, 249
Retail Clerks No. 905 (2506)
Herbert O. Blank, 1253
Edna Johnson, 1253
Seine & Line Fishermen (299)
John Calise, 150
Nick Pecoraro, 149
Shipyard Laborers No. 802 (1631)
L. McClain, 544
E. L. Congo, 544
M. Freeman, 543

SAN QUENTIN

San Quentin Prison Empls. No. 416 (37)
Von C. Morris, 19
William L. Garrett, 18

SAN RAFAEL

Bartenders & Culinary Workers No. 126 (1009)
Elsie Jensen, 1009
Bldg. & Const. Trades Council (2)
Loney Trimble, 1
Central Labor Council (2)
George Goodfellow, 1
Hod Carriers & Gen. Laborers No. 291 (999)
Kenneth Moser, 333
Loney Trimble, 333
Russell Franklin, 333
Lathers, Golden Gate Dist. Council (2)
R. Harry Worthy, 1
Rex B. Pritchard, 1
Plasterers & Cement Masons No. 355 (99)
Bryan Deavers, 99

SANTA ANA

Bldg. & Const. Trades Council (2)
Thomas W. Mathew, 1
Charles M. Trenta, 1
Carpenters Dist. Council (2)
James G. King, 1
H. R. McGuire, 1
Carpenters No. 1815 (1753)
William W. Palmer, 877
A. R. Teter, 876
Cement Masons No. 52 (309)
Wm. J. Fountain, 309
Central Labor Council (2)
Wm. J. Fountain, 1
Electrical Workers No. 441 (249)
Jules A. Bergeron, 125
Z. L. Huggins, 124
Hod Carriers & Com. Labrs. No. 652 (3852)
Reynaldo Mendoza, 642
David Hernandez, 642
Jack D. Pool, 642
Roger Fisher, 642
Jose M. Lara, 642
Ocie B. Larks, 642
Lathers No. 440 (249)
Ray B. Braden, 249
Painters No. 686 (907)
James R. Wilson, 303
Richard L. Watts, 302
Robert E. Evans, 302
Plumbers & Steamfitters No. 582 (299)
Ray F. North, 150
Don Wade, 149
Theatrical Stage Empls. No. 504 (34)
Leo Buckholz, 34

SANTA BARBARA

Bldg. & Constr. Trades Council (2)
W. L. Fillippini, 1
Central Labor Council (2)
Warren M. Underwood, 1
Al Whorley, 1
Culinary Alliance & Bartenders No. 498 (1939)
Zola Benson, 970
Al Whorley, 969
Meat Cutters No. 556 (424)
Warren M. Underwood, 212
Russell E. Jehnke, 212
Painters, Calif. State Confer. (2)
Kenneth M. Hower, 1
Plasterers & Cement Masons No. 341 (199)
W. Tuttle, 199
Sheet Metal Workers No. 273 (222)
Carl L. Hehnke, 111
W. L. Fillippini, 111
Theatrical Stage Empls. & M. P. Machine Operators No. 442 (39)
John Henry Gotchel, 39

SANTA CLARA

Glass Bottle Blowers No. 262
James J. Giacobelli, 173
Warner P. Basse, 172

SANTA CRUZ

Const. & Gen. Labrs. No. 283 (233)
William L. Hockman, 233

SANTA MARIA

Central Labor Council (2)
W. A. Callahan, 1
A. E. Alinkson, 1

SANTA MONICA

Barbers No. 573 (134)
E. K. Patrick Birch, 134
Carpenters No. 1400 (953)
Robert J. O'Hare, 318
Paul Miller, 318
George L. Reid, 317
Culinary Wkrs. & Bartenders No. 814 (7813)
John W. Meritt, 1954
Doris Ray, 1953
Albert Castro, 1953
William F. McMullin, 1953
Meat Cutters No. 587 (799)
George P. Veix, Sr., 267
Marlo J. Pieri, 266
Patricia D. Weger, 266
Retail Clerks No. 1442 (1582)
E. F. Marshall, 791
A. O. Ewing, 791

SANTA ROSA

Bartenders & Culinary Workers No. 770 (922)
George "Doc" Fowler, 922
Butchers No. 364 (526)
Everett A. Matzen, 526
Central Labor Council (2)
Jack McCormick, 1
Leo Gurevitch, 1
Printing Pressmen No. 354 (43)
Jack McCormick, 43
Retail Clerks No. 1532 (679)
George L. Deck, 679

SAUGUS

Glass Bottle Blowers No. 69 (211)
Harold Smith, 106
James Hunt, 105

SHERMAN OAKS

Hotel, Motel, Restaurant Empls. & Bartenders No. 694 (2489)
Ira L. Osborn, 1245
William R. Robertson, 1244

SONOMA

Calif. State Empls. No. 14 (159)
Dr. Ralph Slatery, 80
William Eastman, 79

SOUTHGATE

Auto Wkrs. No. 216 (1920)
Chas. D. Adams, 384
William L. Bolton, 384
V. Collins, 384
Edward F. Gurski, 384
Donald C. Taylor, 384
Communications Wkrs. No. 9506 (759)
Les Prairie, 759
Rubber Workers No. 100 (2074)
Betty I. Lunceford, 2074
Utility Workers No. 283 (62)
Edward T. Shedlock, 62

STOCKTON

Bldg. & Constr. Trades Council (2)
Howard A. Gibson, 1
Central Labor Council (2)
Henry Hansen, 1
Culinary Alliance No. 572 (1334)
Ed Payton, 1334
Fire Fighters No. 1229 (128)
Robert L. Renner, 64
James T. Clifton, 64
Hod Carriers & Com. Laborers No. 73 (749)
Jerry Arnold, 375
William J. Schmidt, 374
M. P. Projectionists No. 428 (29)
Charles Sanches, 29

Motor Coach Operators No. 276 (63)
Fred W. Helsby, 32
Wilbur N. Thomas, 31
Office Employees No. 26 (39)
Alice L. Hansen, 39
Paper Makers No. 320 (386)
S. W. Brown, 386
Retail Clerks No. 197 (249)
Emmet Hughes, 249

TERMINAL ISLAND
Cannery Workers of the Pacific (3748)
Frank Rivera, 750
James Waugh, 750
Alice Stiles, 750
Jack O'Hara, 749
Helen Ellis, 749

TORRANCE
Steelworkers No. 1414 (661)
Robert R. Clark, 661

TRINIDAD
Loggers No. 3006 (796)
Phil Buffington, 398
Eugene Schamehorn, 398

UKIAH
Carpenters N. Coast Counties Dist. Council (2)
E. A. Brown, 1

VALLEJO
Bldg. & Const. Trades Council (2)
James H. Pollard, 1
W. R. White, 1
Butchers & Meat Cutters No. 532 (689)
Walter A. Quinn, 345
W. L. White, 344
Carpenters No. 180 (703)
Wm. Leshe, 352
A. R. Webb, 351
Central Labor Council (2)
Lowell Nelson, 1
Wm. Leshe, 1
Hod Carriers & Laborers No. 326 (474)
Walter F. Conley, 474
Operating Engrs. No. 731 (184)
Frank Brantley, 184
Painters No. 376 (156)
Robert Zachary, 156
Plasterers & Cement Masons No. 631 (95)
Lowell Nelson, 95
Plumbers No. 343 (86)
James H. Pollard, 86
Retail Clerks No. 373 (1000)
Wayne Wilt, 1000
Sheet Metal Workers No. 75 (174)
W. R. White, 174

VAN NUYS
Auto Workers No. 645 (3203)
Kenneth Preston, 3203
Barbers No. 837 (163)
Alvin L. Holt, 163
Carpenters No. 1913 (2412)
Samuel M. Cowan, 402
G. S. Holloway, 402
J. Dan Curryer, 402
Geo. A. Papp, 402
Jack E. Welch, 402
R. E. Edwards, 402
Electrical Wkrs. No. 2051 (28)
E. E. Young, 14
C. P. Hughes, 14
Industrial No. 1662 (308)
Charles F. Powers, 154
Earl Schultz, 154
Utility Workers No. 114 (142)
John C. Krentz, 71
Raymond Wilcox, 71

VENTURA
Bldg. & Const. Trades Council (2)
Ronald Benner, 1
Sam Heil, 1
Carpenters, Dist. Council (2)
Samuel Heil, 1
Carpenters No. 2463 (616)
C. J. Hooper, 616
Central Labor Council (2)
George F. Bronner, 1
Hod Carriers & Gen. Laborers No. 585 (763)
James V. Flores, 763
Lathers No. 460 (55)
Ronald Benner, 55

VERNON
Glass Bottle Blowers No. 224 (149)
Alvin Hullinger, 75
Kenneth Dickinson, 74

VISALIA
Bldg. & Constr. Trades Council (2)
Lige Meek, 1
Hod Carriers & Gen. Laborers No. 1060 (374)
Ted Skulski, 187
Lige Meek, 187

VISTA
Carpenters No. 2078 (898)
Wm. R. Tattersfield, 300
Boyd Eldridge, 299
George Watkins, 299

WALNUT CREEK
Steelworkers No. 5450 (39)
William F. Stumpf, 39

WATSONVILLE
Brick & Clay Workers No. 998 (114)
Lee Joseph Pirrone, 114

WEED
Lumber & Sawmill Workers No. 2907 (1061)
N. H. Blankenship, 531
Lloyd J. Lee, 530

WILMINGTON
Butchers No. 551 (2666)
Harold Woodard, 2666
Marine Engineers No. 79 (650)
Crecencio Moran, 217
Phillip Wendell, 217
Robert S. Grace, 216
Ship Carpenters No. 1335 (299)
H. W. (Doc) Reesburg, 299

WOODLAND
Sugar Workers' Council of California (2)
Kyle Dickinson, 1

OFFICERS REPORTS

REPORT OF THE EXECUTIVE COUNCIL

San Francisco, August 1, 1960.

To the Third Convention of the
California Labor Federation, AFL-CIO—

Greetings:

In the past year the executive council has been assisted in its work by its standing committees.

STANDING COMMITTEES

The following members of the executive council have served on the council's standing committees:

Legislation

Manuel Dias, Chairman
W. R. Bassett
M. R. Callahan
Arthur Dougherty
Lowell Nelson
Herbert Wilson

Education

Thomas A. Small, Chairman
John Despol
Wilbur Fillippini
Harry Hansen
(Replaced Max Osslo in June)
Edward Shedlock
Pat Somerset

Community Services

Sam Eubanks, Chairman
Newell Carman
H. D. Lackey
Emmett O'Malley
Howard Reed
Morris Weisberger

Safety and Occupational Health

Robert Ash, Chairman
Robert Giesick
Paul Jones
E. A. King
George O'Brien
DeWitt Stone

Civil Rights

Max Osslo, Chairman
(Replaced Albin J. Gruhn in June)
Robert Clark
Harry Finks
William Sidell
(Added in June)
Robert O'Hare
Jerome Posner

Housing

Joseph Christian, Chairman
Chris Amadio
Robert Clark
C. Al Green
James Smith
Emmett O'Malley

Union Labels

Jerome Posner, Chairman
W. J. Bassett
Wilbur Fillippini
Harry Finks
H. D. Lackey

The Committee on Union Labels was created by the executive council at its March meeting. This was done in response to a request from the Sacramento-Yolo Counties Central Labor Council. As in the case of other committees, it will operate in an advisory capacity to the executive council for the development of union label activities.

Committee on Community Services

Survey of Local Activities

In March, the Committee on Community Services launched a survey of existing activities of local unions and councils in the various fields of community services with the mailing of a questionnaire covering such projects and programs as blood banks, visits and cards for sick members, chest x-rays for members, programs for retired workers, aiding Scout activities, promoting projects of local social agencies, counseling union members' families who face health and welfare problems, and strike assistance programs. The purpose of the survey was two-fold: to obtain information showing the variety of activities in which labor is engaged and distribute such information to all local areas of activity; and to gather material for the formulation of the Federation's own public relations program.

The responses to the questionnaire have been summarized by the committee as follows:

Local Union Response

A total of 121 local unions throughout the state responded to the questionnaire. Of these, 101 locals reported some type of community service activity. The remaining 20 locals were completely inactive in this area. Of the 121 locals, the

number indicating activity in various areas are indicated below:

Question: Does your organization have active personnel in this work?

(a) Full time staff concerned solely with community services..... 1

(b) Full time staff with some responsibilities in community services 34

(c) Volunteer officers or committeemen concerned solely with community services work 41

Question: Which of the following are major activities of your organization in the field of community services?

(a) Union family counseling programs 21

(b) Support of local blood bank program 65

(c) Organized program of visits and cards for sick members 62

(d) Special activities such as children's Xmas parties, family picnics supporting local scout troops, YMCA youth club, etc.....53

(e) Retired workers program 17

(f) Active in fund raising programs of voluntary agencies such as Community Chest, Aid, United Crusade, Red Cross, etc.....69

(g) Training in organizing a strike assistance program 9

(h) Working with health and welfare agencies in community 46

(i) Working with recreational agencies in community 38

(j) Working with civic and fraternal organizations 38

(k) Representing labor on community agency boards and committees 54

(l) Other major activities (list)..... 0

Question: List names, titles and addresses of your labor representatives serving on community agency boards and committees together with names and addresses of agency boards and committees.

(Forty-three labor representatives from these locals specified as serving on some such body. By broad categories, they were distributed as shown below).

United Crusade 14
Council of Community Services 1
United Fund 1
Community Chest 1
Community Services Labor Comm. 1
Catholic Social Service 1
Red Cross 1
Blood Bank 5
Muscular Dystrophy 3
Crippled Children's Society 1
County Hospital 2
Nurses' Association 1
Local Orphanage 1
AFT Education Committee of Community Relations Committee 1
Council for Civic Unity 1
N.A.A.C.P. 1
Urban League 1
Youth Organization 2
Boys' Club 3
Chamber of Commerce 1

Question: List names, titles and addresses of your labor representatives serving on government boards, committees, commissions functioning in this general field together with name and address of government commission, agency, or department.

(Twenty union representatives from these locals were specified as serving on some such body. By broad categories, they were distributed as shown below).

Governor's Safety Committee 2
Rehabilitation Services Development Committee 1
County Health Council 1
Committee for Physically Handicapped 1
Labor-Management Committee 1
L.A. Commission on Human Relations.... 1
U.C. Institute of Indust. Relations Advisory Committee 1
Governor's Committee for Ship Construction & Repair 1
Citizens Housing Committee 1
City Planning Commission 1
County Forestry Committee 1
Golden Gate Authority Comm. 1
Sonoma County Harbor Commission 1
County School Board 1
Adult Education Board 1
Trade Schools Committee 1
S. F. State College Advisory Comm. 1
San Jose Steering Committee 1
County Grand Jury 1

Question: List names and addresses of union counselors.

(The locals reported a total of 25 union counselors. It is very possible, however, that some of these are actually legal counsel).

Question: In which areas of activity (present and future) do you believe your organization can make greatest contribution?

(Locals specified twenty-one different

areas in which they felt they could make the greatest contribution as follows):

Polio Foundation 2
Blood Bank 3
Heart Association 2
Improved Health Insurance 1
Cancer Society 1
T.B. Society 1
Union Counseling 3
Union Education Program 4
More Public Relations Work 1
Apprenticeship Program 1
Retired Members Program 1
Community Agencies 5
Recreational Groups 2
United Crusade 4
County Youth Foundation 5
Political Activity 3
Credit Union 2
Planning Committee 1
Boys' Club 1
Little League Baseball 1
N.A.A.C.P. 1

Question: List contributions from your union's treasury made in the past 12 months to community organizations, agencies and projects.

Various Health Groups (Polio, Cancer Hospitals, etc.) 39
Various Youth Groups 30
Various Civic Improvement Groups 51

Question: List other types of contributions made (such as labor, material, etc.) in past 12 months and name of organization or project (as in question above).

Various Health Groups 7
Various Youth Groups 13
Civic Improvement Groups 12
Strike Funds 5
COPE 1
Winter Olympics (hot dogs) 1

Retail Clerks Local 905 indicated a need for a weekly TV program sponsored by the California Labor Federation.

Central Body Response

A total of 25 central bodies throughout the state responded to the questionnaire, nineteen of which were central labor or craft councils. The other six were responses from Sailors' Union of the Pacific, Marine Firemen's Union, Brotherhood of Sleeping Car Porters, United Packinghouse Workers District No. 4, L.A. Cloak Joint Board, and District Council Chemical Workers No. 2. The Chemical Workers Council was the only one of the 29 reporting no community services activities. The number of central bodies participating in various activity areas are indicated below:

Question: Does your organization have active personnel in this work?

(a) Full time staff concerned solely with community services 1
(b) Full time staff with some responsibilities in community services 7
(c) Volunteer officers or committeemen concerned solely with community services work 14

Question: Which of the following are major activities of your organization in the field of community services?

(a) Union family counseling programs 7
(b) Support of local blood bank program 18
(c) Organized program of visits and cards for sick members 7
(d) Special activities such as children's Xmas parties, family picnics, supporting local scout troops, YMCA youth club, etc..... 9
(e)(Retired workers programs 10
(f) Active in fund raising programs of voluntary agencies such as Community Chest, Aid, United Crusade, Red Cross, etc..... 25
(g) Training in organizing a strike assistance program 4
(h) Working with health and welfare agencies in community 14
(i) Working with recreational agencies in community 16
(j) Working with civic and fraternal organizations 15
(k) Representing labor on community agency boards and committees 18
(l) Other major activities (list) 0

Question: Names, titles and addresses of your labor representatives serv- on community agency boards and committees together with names and addresses of agency boards and committees.

(Twenty-six labor representatives from these central bodies were specified as serving on some such body. By broad categories, they were distributed as shown below).

United Fund 8
Community Chest 1
Red Cross 1
Blood Bank 2
TB Society 1
March of Dimes 2
American Cancer Society 1
Visiting Nurses' Association 1

Health Council 1
Committee for the Employment of the Handicapped 1
Jewish Labor Committee 1
YWCA 1
Unidentified Group 1
Boy Scouts 1
Boys' Club 1
Little League 1
Recreation Committee 1

Question: Names, titles and addresses of your labor representatives serving on government boards, committees, commissions functioning in this general field together with name and address of government commission, agency or department.

(Fifteen union representatives from these central bodies were specified as serving on some such body. By broad categories, they were distributed as shown below).

City Planning Commission 1
Planning Commission Appeals Board 1
City Redevelopment Agency 1
City Housing Authority 1
Housing Authority 1
Personnel Commission 1
City Civil Service 1
County Airport Commission 1
Golden Gate Bridge District 1
District Fair Board 2
Grand Jury 1
County Parole Board 1
Board of Education 1
City & County Community Council 1

Question: Names and addresses of union counsellors.

(The central bodies reported only two union counselors).

Question: In which area of activity (present and future) do you believe your organization can make greatest contribution?

(Six central bodies specified seven different areas in which they felt they could make the greatest contribution as follows):

Consumer counselling conferences 1
Educational institutes on social welfare problems 1
More registration activity 1
Participation in political bodies 1
Community services 1
Community boards and agencies 1
"Total field" 1

Question: Contributions from your union's treasury made in the past 12 months to community organizations, agencies and projects.

Various Health Groups (Polio, Cancer, Hospitals, etc.) 8
Various Youth Groups 6
Various Civic Improvement Groups 8

Question: Other types of contributions made (such as labor, material, etc.) in past 12 months and name of organization or project (as in question above).

Various Health Groups 6
Various Youth Groups 7
Civic Improvement Groups 9
Strike Funds 2

Cooperation with Governor's Committee on Rehabilitation

New avenues for practical cooperation between California labor and state government in the broad field of community services have been opened up as a result of a preliminary meeting in April of the Federation's Community Services Committee with Governor Brown and his own Council's Committee on Rehabilitation. In calling the groups together, the Governor requested discussion on ways and means of developing an improved two-way liaison between the Federation's vast membership with its million or so families and the everyday functions of related state governments.

The Governor was sure that community services of the type already extended by organized labor to the state in a number of areas would be of great mutual benefit in many other areas of government, and Vice President Eubanks, Chairman of our committee assured him of the Federation's established policy of extending full cooperation. This, in turn, brought similar assurances from top state officials present.

The latter included Heman G. Stark, Director of the State Youth Authority; Doctor Daniel Blain, Director of Mental Hygiene; Fred Finsley, Chairman of the Adult Authority; Charles Johnson, Departmental Secretary to Governor Brown; Richard A. McGee, Director of Department of Corrections; Doctor Malcolm H. Merrill, Director of Public Health; Doctor Roy E. Simpson, State Superintendent of Public Instruction, and J. M. Wedemeyer, Director of Social Welfare.

Members of the Community Services Committee present, in addition to Chairman Eubanks, were Vice Presidents H. D. Lackey, Howard Reed and E. P. O'Malley. Accompanying them were Berkley Watterson of the AFL-CIO Community Services Activities, and Arthur Hellender,

assistant secretary of the Alameda County Central Labor Council.

Among what the Governor termed "programs for the people" discussed at this first meeting were (1) new efforts of the Brown Administration to solve the narcotics problem, including keeping former addicts under control in the community through intensive parole supervision and Nalline testing. Corrections Director McGee indicated such a system would be far superior to longer prison terms and would provide a new approach to halting the narcotics traffic through strict control of the market for drugs; (2) the new trend toward treating the mentally ill without either physically or psychologically dislocating them. Mental Hygiene Director Blain said treatment should be near the home and job, and the patient kept working if possible.

Future meetings of the two groups are planned.

California Health and Welfare Ass'n

Early this year a communication was received from the California Health and Welfare Association asking that the Federation establish a close working relationship with the Association and designate a representative to sit as a member of its board of directors. The Community Services Committee recommended that, instead, the Federation's secretary-treasurer designate a member of the executive council to sit with the Association's board of directors to obtain more information about the organization and its work. The recommendation was approved by the executive council, and Secretary Haggerty appointed Vice President Sam Eubanks to serve in this capacity.

Committee on Civil Rights

Activities of the Committee on Civil Rights during the past year have been based on the four-point program proposed by the committee and approved by the executive council just prior to the Federation's 1959 convention. In this program, the functions of the committee were placed in the four fields of (1) education, (2) service to local and central labor council civil rights committees, (3) discrimination within unions, and (4) public relations.

Under the category of education, the action program called for broad distribution, among local affiliates and individual members, of the Federation's convention actions on civil rights, and regular distribution of pamphlet literature developed by the various groups with which labor works closely on various civil rights issues.

A statewide conference on civil rights was suggested by the committee, with delegates from all affiilates invited to participate. Such a conference should include the participation of various minority organizations.

In the servicing of local and central labor council civil rights committees, the program proposed an initial meeting with local representatives active in the field to learn their needs and problems, so that usable services might be provided at the state level.

As possible local projects, the committee suggested (1) a survey of school districting lines in various cities, and (2) work with Negro churches on motivating more Negro youth to get a better education, in general, and to prepare for apprenticeship training in particular.

Regarding the problem of discrimination within unions, the committee noted that the then newly enacted state Fair Employment Practices Act, which had labor's strong backing, applied to labor unions as well as to business. It was the committee's opinion that all civil rights grievances should be referred to the AFL-CIO Civil Rights Committee, since local unions can be disciplined only by their Internationals, and the national AFL-CIO is working directly with International unions on the problems presented.

As a means of improving public relations, the committee proposed (1) more frequent news releases to minority newspapers whenever there is a civil rights issue, (2) distribution of all labor pamphlets and leaflets to civil rights groups and organizations, (3) promotion and establishment of speakers' bureaus to service requests of local civil rights groups, and (4) development of better relations with labor reporters for more accurate reporting of civil rights activities of organized labor in the commercial press.

In the relatively short time that has elapsed since the adoption of its program, the Civil Rights Committee has progressed rather far in realizing its aims, as may be seen from the following, very brief summary of its year's work:

Meetings. The full committee met formally in San Diego on August 9, 1959. A second meeting was held in Santa Barbara during the November 16-19, Federation-sponsored conference on the new labor law. The presence at this conference of representatives of many central labor

councils throughout the state furnished an excellent opportunity to discuss with them various aspects of a possible statewide conference on civil rights. A third meeting took place in San Francisco on March 3, 1960.

Mailings. As part of the continuing education program, copies of the following materials were sent to all the Federation's affiliated organizations:

In July, 1959, a leaflet based on a speech by President Al Hayes of the Machinists International, with a letter urging the affiliates to order additional copies from the Jewish Labor Committee.

In November, 1959, the pamphlet, "Labor and Civil Rights," issued by the California Labor Federation and containing all the important civil rights policies and programs adopted by the 1959 convention.

(A wide distribution was given this pamphlet outside the labor movement. The California Committee for Fair Practices mailed 3,500 copies to state minority group leaders, nearly 3,000 were sent out nationally by the Jewish Labor Committee to trade union leaders, and several hundred more were sent by the Federation in answer to requests from numerous civil rights groups.)

In April, 1960, a leaflet by Boris Shishkin, director of the AFL-CIO Department of Civil Rights, "Labor Lifts the Bar to Opportunity," with a request that the local unions and councils purchase additional copies from the national AFL-CIO and distribute them among their members.

Appearances and Testimony. President Albin Gruhn (then vice president and chairman of the Civil Rights Committee) presented a statement on behalf of the California Labor Federation at the hearing held by the United States Civil Rights Commission in San Francisco on January 27, 1960. (This statement is printed in full in the report of Secretary-Treasurer Pitts to this convention.)

President Gruhn also addressed the Western Regional Conference of the National Association for the Advancement of Colored People at Asilomar.

On March 8, former Secretary C. J. Haggerty appeared for California labor at a national leadership conference on civil rights legislation in Washington, D. C. This was at the time the House Rules Committee was holding up action on the civil rights bill.

The Federation's position was presented to the State Fair Employment Practices Commission at several hearings held this spring on its drafts of a "pre-employment guide" to permissible and non-permissible inquiries by employers to prospective employees.

State Agency Conferences. The Civil Rights Committee played an outstanding role in each of two important conferences conducted by state agencies.

As a result of the initiative taken by the committee, the California Conference on Apprenticeship, held May 18-20 in San Francisco, included a workshop on minority problems. Among the speakers before the workshop, which was chaired by President Gruhn, were C. R. Bartalini, Spencer Wiley, C. L. Dellums, Max Mont, J. J. Christian, and William Becker. This workshop developed the most comprehensive recommendations of the conference. The problem of discrimination in apprentice training was also strongly emphasized in the major addresses at the conference by Governor Brown, Director of Industrial Relations Henning and Secretary-Treasurer Pitts.

The Governor's Conference on Housing, held a month later in Los Angeles, also included a workshop on minority problems, again the result of the Civil Rights Committee's concern and initiative. And again the recommendations of this workshop were the most comprehensive of the conference.

(A detailed account of both these conferences will be found in the report of Secretary-Treasurer Pitts to this convention.)

Civil Rights Legislation. A letter was sent on December 31, 1959, to all the California Congressmen, urging their support of a strong civil rights bill and requesting them to sign the Discharge Petition to get the bill out of the House Rules Committee.

The Federation strongly and successfully supported the Fair Employment Practises Committee's budget request at the 1960 budget session of the California legislature.

Throughout the year the Civil Rights Committee, through the staff of the Federation, has kept in touch and worked in close cooperation with the Fair Employment Practices Commission.

Unfinished Business. As of June, the Civil Rights Committee lists the following as the principal problems as yet unmet or still in the process of solution:

An inventory of the civil rights activi-

ties of central labor councils, based on a questionnaire prepared and sent out by the committee, was taken late last year. An analysis of the replies to the questionnaire was made, but it appears that further study of the matter may be necessary.

Procedure on problems of discrimination by unions has not yet been worked out in detail.

A project to have local school systems give information on apprentice training to students is still in the planning stage.

It has proved impossible to date to hold the statewide conference on civil rights due to various difficulties in regard to a date, speakers, and the like, but this project is still on the committee's agenda.

Largely because of the pressure of other campaigns, the committee has not yet attempted to promote labor support of city or county "human relations commissions," although some preliminary work has been done in Eureka, San Jose and Los Angeles; in the latter two cities, such commissions are in existence.

Committee on Safety and Occupational Health

A recommendation by the Committee on Safety and Occupational Health to give annual safety certificate awards to those local unions which have done the most in the past year in promoting safety and occupational health programs was adopted by the executive council at its November meeting.

Letters announcing the awards were sent to all Federation affiliates, and to facilitate the program, the local unions and councils were urged to send the Federation information on their activities in this field. Materials especially desired were copies of local health and safety programs, and brief summaries of how such programs had been carried out during the past year. Regrettably, only a limited response to this request was received. No awards have therefore been made, but the program is still pending.

1960 CONVENTION

At its November meeting, the executive council acted to accept the invitation from Sacramento to hold the 1960 convention in that city. Further arrangements were made by the executive council in June.

In connection with the computations for convention delegates and voting strength, the executive council ruled that locals exonerated from the payment of per capita tax during the computation period would be given credit for the amount of the exoneration. Thus, for locals which, for example, were exonerated for four months during the 12 months computation period, the total amount actually paid would be reduced to voting strength on the basis of eight months of per capita payments, i.e., the amount paid divided by eight times five cents.

1959 CONVENTION RESOLUTIONS

A number of the resolutions which were presented to the Federation's 1959 convention were filed and their subject matter referred to the executive council for appropriate action. The executive council considered these various subjects and made the following decisions:

Resolution No. 1—"Union Day."

The resolution petitioned the Governor of California to designate October 15 as "Union Day" because that was the date on which a group of San Francisco printers formed the first union in the state.

Following a lengthy discussion sympathetic to the resolution's objective, the council decided to keep the proposed "Union Day" in mind, pending determination of whether or not such a day would be feasible in the future without infringing upon present activities in celebration of Labor Day. While it was agreed that a "Union Day" or a "Union Week" would be desirable if properly recognized and observed, such a possibility was seriously questioned in view of the generally poor response to Labor Day and Union Label Week at the present time.

Resolution No. 21 — "California Labor Federation Building Fund."

This resolution called for the establishment of a building fund to be financed by an assessment of not more than two cents per capita per month on all affiliated local unions.

In view of the existing adverse financial condition of the Federation and the increase in activity demands, the executive council filed the subject matter.

Resolution No. 44—"Labor ORT" and **Resolution No. 70** — "Commend Labor ORT."

These resolutions urged all affiliates to contribute to the support of the Organization for Rehabilitation Through Training (ORT), and to join in the work of the California - American Labor ORT.

Action was postponed pending the ob-

taining of further information on this organization. Subsequently, copies of the latest ORT Yearbook were obtained through the cooperation of John Ulene, manager of the Los Angeles Dress and Sportswear Joint Board, sponsor of the resolution. After reviewing the book, which contained a description of ORT's functions and accomplishments, the executive council endorsed the organization.

Resolution No. 76 — "Establish U. S. Monetary System."

This resolution proposed nine specific steps to be taken to establish "a scientific constitutional monetary system."

Brother Harlan Savage, who had been a delegate to the 1959 convention from Oil, Chemical and Atomic Workers No. 1-128, Long Beach, and had spoken in behalf of the resolution, requested and was granted the opportunity to discuss the resolution in detail with the executive council. It was apparent after a very long discussion with Brother Savage that many of the features of the resolution, although well intended, were in conflict with basic national AFL-CIO policy to secure needed reforms in our federal monetary system. The council accordingly filed the subject matter of this resolution together with Brother Savage's request that the council have a representative, or send Brother Savage, to appear before the AFL-CIO on behalf of the resolution. It was recognized, however, that the Federation would work closely with the AFL-CIO to secure necessary monetary reforms, including removal of control of Federal Reserve Board policies by New York banking interests.

Resolution No. 95 — "Oppose Business Education Day."

This resolution, which was adopted by the convention, opposed "Business Education Days" and called upon the executive council and/or the membership of all unions and councils to adopt one or more of the specific suggestions it offered as a means of coping with the problem presented.

The executive council referred the resolution to its standing Committee on Education for study and review of the problem presented, and a future recommendation.

Resolution No. 101 — "Objective Labor Materials for the Schools."

This resolution, which was adopted by the convention, instructed the Federation to prepare an outline teaching unit on American labor history for distribution to public high schools, to the end that both students and teachers might have objective materials on unions available to them.

The council referred the resolution to its standing Committee on Education for implementation.

Resolution No. 126—"PG&E to Pay 2% Annually on Principal of Outstanding Mortgage Bonds."

This resolution requested the California Public Utilities Commission to require the PG&E to pay 2 per cent on mortgage bonds outstanding as of December 31, 1958, and on any other bonds that might have been issued since that date or may be in the future. In so doing, the resolution asserted, the consumer would save at least $4.5 billion and still leave a comfortable profit for dividends to PG&E stockholders.

The executive council referred this subject matter to its standing Committee on Community Services for review and recommendation. Subsequently, this committee reported back to the council that it had discussed this resolution with knowledgeable groups, and that it had been informed that such legislation might well have an adverse effect on consumer rates. Accordingly, the committee recommended that the subject matter of the resolution be filed. After some discussion, the executive council adopted this recommendation.

Resolution No. 137—"Federation Weekly Statewide TV Show."

This resolution called upon the Federation to take all steps necessary to establish such a show.

Following detailed discussion and consideration of the many aspects of the question, including the matter of financing such a show, the desirability of considering it within an overall public relations program, the alternatives offered by radio, and related questions, the matter was referred to the secretary-treasurer to obtain alternative cost estimates and other available information within the framework of the Federation's public relations program and to report back to the council.

This subject matter is presently under study by Secretary-Treasurer Pitts.

OTHER RESOLUTIONS AND REQUESTS

Workmen's Compensation and Radiation Exposure

A resolution on the need for federal minimum standards in workmen's compensation to protect workers subject to radiation exposure was received from the Washington State Labor Council, AFL-CIO, with a request for approval.

Following a review of the content of the resolution by the Federation's general counsel, pointing out several factual errors with regard to the situation in California and noting other areas of potential conflict with Federation policy, as well as the fact that the subject matter was under study by the national office, the executive council referred the subject matter to the secretary-treasurer with instructions to obtain information on various aspects of the problem raised, in consultation with the Federation's general counsel.

Commemorating Apprentice Training

A request was received from the Idaho State AFL-CIO that the Federation support the printing of U. S. postage stamps commemorating apprentice training, using a decal developed by various organizations interested in such a postage stamp. Following discussion, the secretary-treasurer was instructed to write to the Postmaster General and the Secretary of Labor, endorsing the decal for a U. S. postage stamp commemorating apprenticeship training.

This action was taken by the secretary-treasurer.

Deputy Labor Commissioners' Salary Increases

Two resolutions referred to the Federation, one by the California State Council of Carpenters, and the other by the Kern-Inyo and Mono Counties Building and Construction Trades Council, were acted upon by Secretary-Treasurer Pitts. Both requested the assistance of the California Labor Federation in gaining an increase in the salaries of state deputy labor commissioners from the State Personnel Board. Similar assistance was asked in obtaining a salary increase for apprenticeship consultants, by State, County and Municipal Employees, Local 361, in Los Angeles.

On May 20, 1960, the secretary-treasurer wired the State Personnel Board, at hearings in San Francisco, recommending wage adjustments for various employees of the State Department of Industrial Relations, including deputy labor commissioners, apprenticeship consultants, welfare agents, FEP consultants, safety engineers, and conciliators.

Adult Education

A resolution on adult education was referred to the Federation by the San Francisco Labor Council. In general, the resolution urged the California legislature to continue to maintain and support public school adult education in California, and contained specific Resolves relating to the philosophy of adult education. In particular, the resolution put forward the position that the determination of what should be offered at local levels should be the responsibility of local boards of education, and that all courses which are educational in nature should continue to receive adequate state support.

Because of the complexity of the adult education problem as it relates to programs sponsored locally by the public schools, as well as the universities and state colleges, and the whole network of state aid, the resolution was referred by the executive council at its June meeting to the standing Committee on Education for study and recommendations on the entire problem of adult education.

Labor Unity Conference And Educational Program

Two related resolutions which were submitted to the Federation by the California State Council of Carpenters, one relating to a labor unity conference and the other concerning related educational activities, were considered by the executive council at its June meeting. These resolutions had been circulated at the California COPE pre-primary convention, held in San Francisco on April 21, and were discussed to some extent at that convention, without any action being taken, however, because of their original presentation to the California Labor Federation. In addition to the resolutions, the covering letter from the executive secretary-treasurer of the State Council of Carpenters and Secretary-Treasurer Pitts' letter acknowledging receipt of the resolutions were discussed.

The resolution calling for a labor unity conference was intended to bring together the AFL-CIO and all independent unions for the purpose of developing a program to counteract anti-union activities; the educational program relating to the development of appropriate educational materials had been merged with the labor unity conference resolution upon adoption by the State Council of Carpenters. The labor unity conference resolution specifically mentioned the Teamsters, the International Longshoremen's and Warehousemen's Union, the Railroad Brotherhoods, and various other independent unions in California. This resolution further stated that if the California Labor Federation declined to call such a conference, the State Council of Carpenters would

thereby be instructed to issue its own conference call to all sectors of labor in California.

A lengthy discussion ensued on these resolutions, which developed the following points:

(1) That such a conference would circumvent both the California Labor Federation and the California Labor COPE.

(2) That some of the unions to be invited to the conference included unions which had been suspended from the AFL-CIO and its predecessor bodies.

(3) That in a related area of activities, the San Francisco Building and Construction Trades Council had already called such a meeting to stimulate activity and support for the Forand medical care bill for the aged, involving the ILWU, the Teamsters, and other independent unions.

The executive council thereupon voted non-concurrence in the resolutions, with instructions to the secretary-treasurer that he communicate such action to the State Council of Carpenters, including the reasons why the Federation could not participate in any proposed meeting or program that would involve the ILWU and other independent unions outside of the AFL-CIO structure.

Vandeleur Memorial

A request was received from Sister Gladys Marie of the Providence Juniorate of Everett, Washington, regarding a donation of $5,000 for a memorial window in memory of Edward Vandeleur, who was secretary of the former State Federation of Labor until his death and the election of C. J. Haggerty in 1943.

Following discussion, the request was tabled for the reason that a donation to one religion would require similar donations to other religions and this was not financially feasible. The executive council instructed the secretary-treasurer to communicate the denial to Sister Gladys Marie in an appropriate letter, stating the reasons therefor.

PUBLIC EMPLOYEES COUNCIL OF CALIFORNIA

At its meeting in March, the executive council received from Secretary Haggerty a report regarding the second request for affiliation (the first request having been rejected) of the Public Employees Council of California.

This important document is printed herewith in full, except for the deletion of a summary review of the major provisions in the constitution of the Public Employees Council.

REPORT OF SECRETARY-TREASURER REGARDING AFFILIATION OF PUBLIC EMPLOYEES COUNCIL

The second request for affiliation with the California Labor Federation received from the Public Employees Council of California was considered at the last executive council meeting in Santa Barbara, November 14-15, 1959. At that time the executive council referred the matter to a special committee for review and recommendations. This committee, consisting of Vice Presidents Eubanks (Chairman), O'Brien, Gruhn, Shedlock and Ash in turn recommended that the matter be referred to your secretary-treasurer with instructions that he make further study of the issues raised by the request for affiliation, and report back at another session of the executive council such recommendations as deemed advisable. The recommendation on referral was adopted, and I am hereby submitting my report and recommendations.

It should be noted at the outset that the California Labor Federation, by its policy actions and dedication to improving the conditions of life and labor of all workers, is committed to assisting public employees in every way possible in finding solutions to their many problems. This sympathetic attitude was expressed by the executive council at its last meeting when the matter of affiliation of the Public Employees Council was before it.

As a matter of necessity, the labor movement has come to recognize the importance that its survival as a potent force in our economic democracy may well depend upon the successes obtained in organizing the growing army of white collar workers who now actually outnumber the so-called "blue collar" labor force. Among these white collar workers are the millions of public employees who constitute a significant group whose peculiar problems are as great as their potential for organization. As public employees they lack many of the policy protections of law, which employees in the private sector of our economy now take for granted. We must recognize that because they are employees of government they are continually plagued with legislative problems. If we in the labor movement on the one hand declare an interest in helping public employees, we must, on the other hand, make every effort to assist them in the solution of their problems. By the same token, our commit-

ment to assisting them has carried with it an obligation to make a special effort to help their weak and struggling organizations assume their rightful role and place in the trade union movement.

It is therefore within this framework that I have studied the issues presented by this affiliation request. As noted by the special committee on this problem which reported to the last executive council meeting, the request for affiliation raises first the question whether subsection (d) of section 1 of Article III of the constitution contemplated the affiliation of "subordinate bodies" that are not chartered either by the national AFL-CIO, its subordinate bodies, or affiliated national or international unions, and **secondly,** if such was the intent, what standards should the executive council adopt for judging an application for affiliation of a non-chartered body, and what rules should govern unchartered bodies once they are accepted for affiliation?

Scope of Subsection 1 (d)

Subsection (d) is the last of four subsections governing the question of eligibility for affiliation. The first three subsections cover every conceivable form of a chartered body. Eligibility of affiliation of such chartered bodies is a matter of "right" without discretion on the part of the executive council. Subsection (a) covers all directly chartered AFL-CIO locals as well as locals chartered by national and international unions affiliated with the AFL-CIO. Subsection (b) covers all central labor bodies chartered by the AFL-CIO as well as other bodies chartered by the various departments of the AFL-CIO. Finally, subsection (c) covers every form of council and joint board, chartered by national or international unions affiliated with the AFL-CIO.

Thus, subsection (d) in question, as the last of the subsections, must be read in the light of the fact that every possible form of chartered body is covered by the first three subsections. It gives the executive council the authority to accept the affiliation of "such other subordinate bodies" as the council "may determine are eligible for affiliation in accordance with the constitution and rules and regulations of the AFL-CIO". If the term "other subordinate bodies" is not construed to mean non-chartered bodies, then the subsection and the discretion given the executive council is completely meaningless. It is therefore my opinion this discretion is given to the executive council only in regard to unchartered subordinate bodies, and that the executive council has the power to accept the affiliation of such a non-chartered body, provided the condition is met that such a non-chartered subordinate body is also "eligible for affiliation in accordance with the constitution and rules and regulations of the AFL-CIO".

The constitution and rules and regulations of the AFL-CIO, in my opinion, do not rule out the possibility of accepting for affiliation a subordinate body that is not chartered. The primary condition appears to me to be "affiliation" with the AFL-CIO. Thus, so long as a subordinate body is made up of organizations chartered by affiliates of the AFL-CIO, it appears to me that such a subordinate body would be "eligible for affiliation in accordance with the constitution and rules and regulations of the AFL-CIO."

Finally, any other interpretation would preclude recognition of the fact that unions in related fields of employment but in separate international unions may have common problems necessitating the formation of some form of subordinate body for their effective solution. Where there is no department within the AFL-CIO, it is not possible to obtain a charter for such an organization. Yet, because there is no department, does not mean the problems are not as great as for those unions which do have a department that can give them a charter for subordinate bodies.

Standards For Judging An Application For Affiliation

It follows, that if a non-chartered subordinate body is to be accepted for affiliation, there must be standards governing such acceptance. In keeping with the objective that only bona fide labor organizations affiilated with the AFL-CIO shall be eligible for affiliation with the California Labor Federation, I recommend that the executive council adopt the following standards for judging an application for affiliation by a non-chartered subordinate body falling within the scope of subsection 1 (d) of Article III:

1.The subordinate body shall be composed exclusively of organizations chartered either directly by the AFL-CIO, or by affiliates of the AFL-CIO which organizations or affiliates all shall also be affiliated with the California Labor Federation, AFL-CIO.

2. The aims and objectives of the subordinate body must be consistent with the aims and objectives of the

AFL-CIO and the California Labor Federation, AFL-CIO.

3. The subordinate body must be regularly constituted with a duly adopted constitution providing for at least the following: (a) Regular meeting date or dates; (b) A financial structure reasonably adequate to accomplish the organization's purposes and objectives; (c) The election of constitutional officers responsible for the operation of the organization between meetings; (d) A constitutional base governing the representation and voting strength of affiilated organizations, and (e) Adequate protections against domination or control by communists, fascists, or other totalitarians.

4. The subordinate body shall confine its jurisdiction to areas and activities that do not conflict with the jurisdiction of chartered subordinate bodies.

Rules Governing Unchartered Subordinate Bodies Upon Affiliation

Inasmuch as there is no guarantee that an unchartered body accepted for affiliation under the above standards will continue to meet such standards after it is affiliated, it is necessary that some continuing authority be exercised by the executive council to police its standards. One method of policing such standards would be to require executive council approval of any amendment to the constitution of the subordinate body. However, this would come close to assuming the function of chartering subordinate bodies, and the Federation has no such authority. As an alternative, I am recommending the following:

1. The affiliated, unchartered subordinate body shall inform the executive council of the California Labor Federation of all constitutional amendments, as well as other changes in its methods of operations.

2. Without the authority to approve or disapprove of such amendments or changes, the executive council shall disaffiliate the subordinate body if it determines that the subordinate body no longer meets the standards for acceptance of affiliation.

At the June meeting of the executive council, Secretary-Treasurer Pitts reviewed the status of the Public Employees Council's request for affiliation.

Following the adoption by the executive council in March of standards for the affiliation of non-chartered subordinate bodies, under authority granted the secretary-treasurer, a letter was sent to the Public Employees Council, calling their attention to the standards adopted, and stating that their organization's constitution failed to meet the requirements regarding a sound financial structure.

The executive board of the Public Employees Council thereupon amended the constitution and forwarded this amendment to the Federation office. In reply, Secretary-Treasurer Pitts stated, however, that the amendment of the constitution by the Council's executive board was in conflict with the provision in the Council's constitution permitting amendments to be adopted only by its conventions. On this basis, he advised that the amendment was rejected and that the Public Employees Council was not yet accepted for affiliation.

This matter is still pending.

AFFILIATION WITH FEDERATION

Letters to Non-Affiliated Local Unions

Secretary Haggerty reported to the executive council in November that he had written to all general presidents of international and national unions requesting that a list of all their affiliates in the state of California be forwarded to the Federation office so that proper contact could be made with those which were not affiliated with the Federation. The response from the general presidents was excellent. After these lists were checked against the Federation's membership records, follow-up letters were sent to the international officers of the local unions which were unaffiliated, requesting their assistance in bringing about early affiliation with the Federation.

Throughout the year, General Vice President Dias has also worked on the problem of affiliations.

Coordinator of State and Central Bodies

At the beginning of this year a new office of Coordinator of State and Central Bodies was established within the national AFL-CIO, filling a long-felt need. Shortly thereafter, Secretary Haggerty was appointed by President Meany to serve on an advisory committee to the new office. It is reported that a plan to secure affiliation of all local unions with state and central bodies is soon to be announced.

Suspensions

A problem which developed in relation to the suspension of affiliated organiza-

tions for non-payment of per capita tax is now being studied by Secretary Pitts and a committee of three appointed by President Gruhn to assist him: General Vice President Manuel Dias and Vice Presidents Thomas A. Small and Morris Weisberger. A procedure will be worked out to implement the provisions for good standing contained in Article XIV of the Federation's constitution, without making it prohibitive for a suspended organization to regain good standing.

District 50

Concern has been growing over the organizational activity in California of District 50 of the United Mine Workers. At its June meeting, the secretary-treasurer reported to the executive council that a letter had been directed to all central labor and craft councils in the state, requesting specific information on the activities of District 50 in their areas. A summary of the information received in reply indicated that the center of District 50's activities were focused in chemical plants in the Los Angeles area, and in the San Joaquin Valley in the building trades, where District 50 has made tremendous inroads in organizing the trades in the home building industry.

The executive council instructed Secretary Pitts to advise the Chemical Workers' International Representative in the Los Angeles area and others that the office of the Federation will do everything possible to give assistance to organizations attacked by District 50, if every local so attacked will advise the Federation office of the specific plant, or place.

A further report will be forthcoming from the secretary-treasurer in the near future.

ASSISTANCE TO AFFILIATES

Support voted by the Federation's 1959 convention to the two organizations that have been involved in the largest, headline-making activities during the past year—the Steelworkers in its nationwide strike, and the Agricultural Workers Organizing Committee in its great campaign to organize California's farm workers and win improved wages and conditions for them—was fully carried out, in the case of the Steelworkers until the successful conclusion of its strike, and still continuing in the case of the AWOC. An account of each of these activities is set forth in detail in the report of the secretary-treasurer to this convention.

Packinghouse Workers

The strikes of the Packinghouse Workers against Swift and Company and Wilson and Company were publicized by the Federation in news releases to the daily and labor press as well as in our Weekly News Letter. Both strikes ended with satisfactory settlements.

Packard Bell

Assistance requested of the Federation by Radio - TV Appliance Service Engineers No. 202 (IBEW), San Francisco, in its strike against three Bay Area service branches of the Packard Bell Corporation of Los Angeles was for inclusion of Packard Bell on the Federation's "We Don't Patronize" list.

The three service branches, formerly under contract with Local 202, became involved in the dispute as a result of Packard Bell's demand for an open shop clause during negotiations. Local 202 reported that while it had strike sanction from the Bay Area central labor councils, picketing of the service plants was of little value. Support of a consumer boycott of the firm's electronic products, rather than the services of the three branches, was therefore requested, since the corporation is completely non-union.

Since this request involved the legality of a boycott of the corporation's products when the primary dispute was with the firm's three Bay Area service branches, the executive council ordered a thorough review of all the facts in the dispute, after which the union's request was granted. The listing, however, specifically confines the boycott to the installation, servicing and repair of Packard Bell radios, television receivers and hi-fi's in San Francisco, Oakland, San Mateo and Santa Clara Counties.

As of the date of this report, the dispute has not yet been resolved, and the firm is still operating on a non-union basis everywhere it has service branches. For financial reasons, picketing in the Bay Area has been halted. Pending the outcome of an unfair labor charge brought against the union by the corporation, the union has suspended its handbilling outside stores selling Packard Bell merchandise. The trial examiner's report was very favorable to the union but has not yet been concurred in by the National Labor Relations Board in Washington.

Screen Actors

Support of the Hollywood Screen Actors Guild in its dispute with theatrical motion

picture producers was sent by the secretary on March 4, 1960, in the following telegram to Ronald Reagan, Guild president:

> The Executive Council of the California Labor Federation, AFL-CIO, meeting in San Francisco today, unanimously voted complete moral and financial support to the Screen Actors Guild in their current dispute with theatrical motion picture producers. Representing the entire AFL-CIO movement in this state, the Executive Council has instructed me to assure you that organized workers up and down this state are all deeply appreciative of the tremendous contribution your organization has made through the American labor movement for the betterment of the conditions of life and labor of all workers. In your dispute, we stand united to render any and all assistance, as your organization may request.

This wire was appreciatively acknowledged by Brother Reagan.

Recold Refrigeration Company, Los Angeles

A report reached the executive council at its June meeting that the Recold Refrigeration Engineering Company of Los Angeles, presently involved in a strike situation with Auto Worker and Machinist locals, was attempting to recruit strikebreakers and was performing other acts of dubious legality. Members of the executive council agreed that they would urge unions in their respective districts to make every effort to give the workers involved in this dispute part-time work whenever possible.

Requests from unions for exoneration of their per capita tax on members involved in strikes were approved by the executive council for the duration of the strike.

Marine Cooks and Stewards Union

At the executive council's meeting in March, the secretary-treasurer was pleased to report that the Federation had received a final payment of $4,000 on the $32,000 loan made some time ago to the Marine Cooks and Stewards Union.

1960 SESSIONS OF STATE LEGISLATURE

A full account of the actions of the 1960 budget and extraordinary sessions of the California legislature appears in the report of the secretary-treasurer to this convention.

The outstanding issue rightfully before the legislature this spring, in an extraordinary session called for the purpose, did not come before that body, since Governor Brown refused to place it on call. This issue was the Governor's $1.75 billion water bond program, and the need for legislative adoption of ironclad protection against "unjust enrichment" and the establishment of other basic policy protections—which were the conditions of labor's support of the measure unanimously adopted by the Federation's 1959 convention.

In November, learning that the Governor was interested in meeting with Federation representatives to discuss the water bond program, a special water committee of the executive council was appointed by President Pitts. The committee met with the Governor in January with inconclusive results. In March, when the Governor's position had become absolutely clear, the committee submitted a report and recommendations to the executive council, restating and reaffirming the Federation's position, and sharply criticizing the Governor's policy declarations contained in a radio and TV address shortly after his meeting with the Federation's committee, as well as a statement of contracting principles under the Governor's proposed program which was issued the day after the Governor's address.

This statement, which includes an account of the January meeting with the Governor, is printed in full in the section on water problems in the report of the secretary-treasurer to this convention.

EARL WARREN LEGAL CENTER

At its March meeting, the executive council endorsed a project to establish the "Earl Warren Legal Center" on the Berkeley campus of the University of California for the purpose of improving the understanding, application and administration of our laws. The council instructed the secretary-treasurer to work out a program which would bring labor's contributions together in a "gift" from California labor toward the Center.

Following the resignation of Secretary-Treasurer C. J. Haggerty, a plan was put forward to hold testimonial dinners in San Francisco and Los Angeles in honor of Brother Haggerty, with the proceeds going to the Earl Warren Legal Center. It was believed fitting that Brother Haggerty's great contributions to the advancement of the California labor movement should be honored and recognized thus in

connection with fund-raising events for the new legal center.

Unfortunately, it proved impossible, due to his heavy schedule in Washington, D. C., for Brother Haggerty to meet the dates planned for the testimonial dinners, and it was necessary to cancel them. A number of unions, councils and individuals who had already purchased tickets for the dinners contributed these moneys directly to the Earl Warren Legal Center Fund.

PRISON LABOR

Federal and state questions concerning the use of prison labor arose this year.

It was reported that efforts were being made to amend a 1905 U. S. Executive Order to permit the use of state prison labor on federal property. The executive council discussed this issue in great detail at its March meeting. Amendment of the 1905 Executive Order would open many none-too-strong state laws on the subject to possible abuse such as might happen even in California, except for understandings which have been reached by the Federation with Director of Corrections Richard McGee that state prisoners would not be used to displace free labor. Apart from the serious problem presented for less organized states in regard to the amendment of the federal Executive Order, the executive council agreed that there was a great deal of work for prison labor in the conservation field without displacement of free workers, but vigorously opposed any modification of the existing federal Executive Order or application of state laws in a manner which would displace such free labor. The entire matter was referred to the secretary-treasurer to work out problems in cooperation with those concerned.

Secretary-Treasurer Pitts reported to the executive council in June on efforts that had been made to resolve with the Governor's office and the Department of Corrections the outstanding issues regarding the employment of prison labor in activities which displace free labor, primarily construction laborers. Specific reference was made to a meeting in the Governor's office between himself, the Governor, and key state officials and representatives of labor organizations intimately involved in the situation. The secretary-treasurer expressed the hope that it may be possible to close some of the road camps and prohibit future establishment of any such camps. He also outlined procedures which were being considered that would give organized labor veto authority over the use of prison labor in conflict with free labor.

CONFERENCES

The first California Conference on Apprenticeship was held in San Francisco May 18-20, 1960. Endorsement of the conference and a pledge of support had been given by the Federation's 1959 convention with the adoption of **Resolution No. 127.** At its March meeting, the executive council fulfilled its pledge with a contribution of $2,000 to the conference. In a letter of appreciation, Charles Hanna, Chief of the Division of Apprenticeship Standards, informed the executive council that the Federation's contribution was the largest received by the conference.

The Governor's Conference on Housing, held in Los Angeles June 13-15, 1960, was an event of unusual importance. As Chief of the Division of Housing, Vice President Lowell Nelson was in charge of developing the conference program. To assist in this work, the secretary assigned President Gruhn. The program and the conference itself were outstanding.

Both of these conferences have been set forth at some length in the report of the secretary-treasurer to this convention.

HEALTH CARE FOR THE AGED

The following resolution on health care for the aged was adopted by the executive council at its meeting in Hollywood, June 9-10, 1960.

Whereas, The senior citizens of the state and nation, as a group, have recognized health and medical care needs which are substantially greater than those of younger age groups, and which, in terms of cost, far exceed the financial means of our aged population; and

Whereas, Despite labor's efforts to the contrary, under the widespread development of voluntary prepaid medical care programs in the past decade, the aged have been generally and effectively isolated from the rest of the community to be "experience-rated" by themselves under programs designed less to take care of their extensive needs than to extract the last profit dollar out of their human misery; and

Whereas, The aged, in such isolated high cost groups, cannot possibly insure themselves adequately as now being proposed by private insurance carriers, the medical associations and other vendors of medical care programs in their advocacy of low-benefit, high-

cost plans that would "experience-rate" them apart from the community; and

Whereas, The provision of adequate health care for the aged on a prepaid basis, short of establishing a prepaid health insurance program which would pool the experience of young and old as a total community, requires the adoption of a social insurance principle of financing such prepaid care as proposed in the Forand bill vigorously supported by all AFL-CIO organizations; and

Whereas, The Forand bill and similar measures, based on the concept of providing benefits as a matter of right with dignity and respect for the individual, have been vigorously attacked for obvious selfish reasons by the private insurance carriers, the medical associations and others; and

Whereas, The Eisenhower Administration, in keeping with its dedication to mediocrity and pacification of its special interest supporters, has labored hard and long on the issue only to come up with a state-federal program, based on the concept of public assistance and handouts rather than social security with dignity, which satisfies virtually no one, and which, dependent on state action for implementation, would require the average aged individual with a meagre income of less than $1,000 a year to pay out of pocket $250 for medical care, or more than 25 percent of his income, before he could realize benefits equal to 80 percent of his remaining medical care costs in return for a $24 annual contribution; and

Whereas, The House of Representatives' Ways and Means Committee has rejected both the labor-supported Forand bill and President Eisenhower's inadequate proposal; and

Whereas, This powerful committee has just reported to the floor of the House, a social security measure, which has imbedded in it medical care features for the aged which compound the evils of the Eisenhower federal-state program of public assistance with a "pauper's oath" approach in a new program designed to assist states in providing limited medical benefits for the aged who may be determined by the states as they may choose, to fall into a new category of "medical indigents"; and

Whereas, It is authoritatively reported that this "medical indigent" program will become the measure which the controlling Republican-Dixiecrat coalition will try to "steamroll" through Congress in a social security liberalization bill under closed rules prohibiting any amendments to substitute Forand-type legislation for the completely unacceptable medical features included in the bill; and

Whereas, In the short time remaining at this session of Congress, it is crucial that organized labor intensify its campaign for passage of a sound health insurance measure for the aged by focusing its efforts on the U.S. Senate in a massive drive utilizing letters, wires, petitions, rallies and every other method of communication to impress upon Senators the necessity of adding a Forand-type provision to the social security bill coming over to them from the House; therefore be it

Resolved, That the Executive Council of the California Labor Federation, AFL-CIO, meeting in Hollywood, June 9-10, 1960, reaffirm its dedication to securing Congressional approval this year of a sound health care measure for the aged, based on the social insurance concept of the Forand bill which would adequately reward our senior citizens with dignity and legal rights for their years of productive effort and contribution to the welfare of the nation; and be it further

Resolved, That this Council call upon all AFL-CIO organizations in the state to demonstrate and impress upon the elected representatives in Congress the depth of labor's support for such legislation by taking immediate action as follows:

1. By joining wholeheartedly in a new and vigorous letter-writing campaign that brings focus in the U.S. Senate where chances for Forand bill action are deemed best, utilizing for this purpose the distribution of a new leaflet that has been printed by the Federation in cooperation with the AFL-CIO Legislative Department in Washington;

2. By bringing together all AFL-CIO organizations at the appropriate local level in staging "Forand Bill" rallies which will force our liberal legislators in Congress to recognize the public demand for action; and

3. By inviting to such rallies the participation of elected representatives in Congress and other local political office holders and candidates for office;

and be it finally

Resolved, That copies of this resolution be sent to all AFL-CIO central labor bodies in the state, AFL-CIO President George Meany, and Andrew J. Biemiller, Director of the AFL-CIO Legislative Department.

AGRICULTURAL WORKERS

Support pledged by the Federation's 1959 convention to the Agricultural Workers Organizing Committee has been unfailingly carried out in numerous ways, which have been described, together with an account of the organizing campaign itself, in great detail in the report of the secretary-treasurer to this convention.

With the start of the harvesting season, resistance of the big growers to the organizing of the farm workers and to the wage demands of the union suddenly erupted. At this juncture, the executive council, at its meeting on June 9-10, adopted the following statement reaffirming the Federation's position and again extending full support to the AWOC:

STATEMENT ON AGRICULTURAL LABOR

In recent weeks, several important advancements have been made in the field of agricultural labor which have warmed the hearts of organized workers in the state.

Through the efforts of the AFL-CIO Agricultural Workers Organizing Committee, the state's bumper crop of cherries in the Stockton-Linden area has been 99 percent harvested at piece rates and under conditions negotiated by AWOC.

This virtually unprecedented victory was accomplished in the face of massive attacks directed against a solid union front by the anti-union, corporate farm-dominated grower associations which have heretofore dominated the agricultural scene and unilaterally determined the miserable conditions of farm workers. The largest cherry grower in the world, located in the harvest area, stubbornly saw the great bulk of his crop rot on the trees as he fought to break the union of harvest workers through unsuccessful efforts, first, to flood the countryside with strike breakers, and then in a last ditch effort to import Mexican Nationals to rescue his crop from destruction imposed by his own actions.

AWOC strike actions to enforce negotiated wage standards and working conditions were successful almost without exception throughout the cherry harvest season. Most significantly, union picket lines were observed by the crops' 7,000 harvest workers, and all efforts to import Mexican Nationals as strike breakers were effectively repulsed.

In this victory, we extend congratulations to AWOC, and pledge to them again our continued full support in their historic struggle to raise the conditions of life and labor of agricultural workers to a level of "parity" with their brothers and sisters in the organized sectors of our economy.

We particularly take pleasure in noting that the successes of AWOC in the cherry harvest are already being extended to other crops where the harvest is in progress.

A pattern of organizational success has been established which promises the achievement of labor's historic goals of extending the benefits of organization and unity of action to the long neglected farm workers.

The anti-union farm organizations and perennial supporters of "open shop" legislation have reacted to these successes of AWOC in a typical pattern of agitation for restrictive laws presently being advanced under the guise of saving so-called "perishable crops." As in the past, they are demonstrating once again that they will stop at nothing to retain their stranglehold and virtual dictatorial control over the lives and working conditions of the men and women who make up the labor force in agriculture.

In their agitation they have obtained a vehicle to advance their anti-labor purposes. The Senate Fact Finding Committee on Labor and Welfare has announced that it will hold "emergency" hearings next Wednesday, June 15, in Sacramento, on the subject of whether "federal and state laws are adequate to deal with the current situation in California in perishable crop harvesting."

The Executive Council of the California Labor Federation serves notice that it is fully alert to the developing situation and the agitation to use restrictive anti-labor legislation to deny farm workers their prior rights to employment over imported Mexican Nationals, and to place a legal noose on their expressed desires for self-organization to improve their miserable lot.

We therefore publicly announce at this time that the California Labor Federation, AFL-CIO, will continue to press with renewed vigor and determination to advance

the legal and organizational rights of the most exploited sector of our labor force.

Toward this end, in united support of the AFL-CIO Agricultural Workers Organizing Committee, appropriate representation will be made before the forthcoming Senate Fact Finding Committee on Labor and Welfare hearing in Sacramento to unmask the anti-public and selfish ends of the corporate farm-dominated organizations who are agitating for oppressive legislation.

VARIETY ARTISTS' JUVENILE DELINQUENCY PROGRAM

Brother Irvin Mazzei of the American Guild of Variety Artists presented AGVA's juvenile delinquency program, as a part of community service, to the executive council at its June meeting. The purpose of his presentation was to acquaint labor with the program as a possible community project in California, and to this end, he outlined its operation and tremendous success in New York.

Following the presentation, the executive council referred the program to the standing Committee on Community Services for study and subsequent recommendation to the council.

"WE DON'T PATRONIZE"

A survey of all firms listed on the last "We Don't Patronize" list of the former California State Federation of Labor is presently underway. Queries have been addressed to the unions originally requesting that these firms be placed on the list to learn if the disputes have been settled or, if not, if the boycott is still being actively prosecuted. Results of the survey, incorporated in an up-to-date "We Don't Patronize" list, will be published in the Weekly News Letter as soon as completed.

Two firms were added to the list during the past year:

Partex Corporation of Fresno, on request of the Central Labor Council of Fresno.

Packard Bell Corporation of Los Angeles, on request of Radio-TV Appliance Service Engineers No. 202 (IBEW), San Francisco. (This boycott is specifically confined to the installation, servicing and repair of Packard Bell radios, television receivers and hi-fi's in San Francisco, Oakland, San Mateo and Santa Clara Counties.)

APPOINTMENTS

The following appointments were approved by the executive council at its June meeting:

Vice President Harry Finks, to work with the Federation's legislative representative during sessions of the legislature.

Curt Hyans, to represent the Federation in southern California.

Charles P. Scully, to be retained as the Federation's general counsel.

RETIREMENT OF C. J. HAGGERTY

At its meeting in San Francisco on March 3-4, 1960, Secretary-Treasurer C. J. Haggerty announced that he had been elected to the office of president of the AFL-CIO Building Trades Department in Washington, D. C. Since he was to assume his new duties on April 1, he submitted a request for retirement, effective immediately, from his post as secretary-treasurer of the California Labor Federation.

The Secretary-Treasurer's request for retirement was contained in the following communication to the members of the Federation's executive council:

(Dated) March 4, 1960.

Fellow Officers:

For one who has been an officer of this Federation and its predecessor for almost a quarter of a century—a long distant year, 1936—I find it a most difficult task to submit this communication to you.

Since 1936 we have seen this Federation grow from 135,000 to more than 825,000 and, needless to say, I have been most happy with its development into what I believe is the best Federation in the entire country today.

As your Executive Officer, I have been intimately concerned with all of its functions, and have a feeling not unlike a person watching his family grow and move on to ever greater accomplishments. Accordingly, I feel sincerely a great reluctance to be leaving my post as Secretary-Treasurer, but I submit my request for retirement, effective immediately, hoping you will accept it with my sincere thanks for all you and all of the affiliates and their officers and members have done in always cooperating with and assisting me in the past.

As you know, after my retirement from office as Secretary-Treasurer, I

plan on assuming duties with the Building Trades Department in Washington, D. C., but I assure all of you that I shall always have the interests of this Federation in mind, and will hold myself available at all times to assist whenever necessary.

With every best wish for continued success, I remain,

Yours fraternally,

/s/ C. J. HAGGERTY.

The secretary-treasurer's request was received by the executive council with regret and granted reluctantly. The council's motion of acquiescence carried with it a sincere expression of appreciation for the outstanding job Brother Haggerty had done in the past on behalf of the Federation, its affiliates, and all of the working people of California, and approved the necessary procedure to be followed by the incoming secretary-treasurer in arranging for Brother Haggerty's retirement benefits under the Federation's pension plan for its officers and employees. The council also voted to retain Brother Haggerty as a special consultant during the remainder of his stay in the state.

The following resolution by the executive council was adopted:

Whereas, C. J. Haggerty has been an outstanding citizen in religious, charitable, scientific, educational and civic fields; at the same time, he served the Federation as an officer; and

Whereas, During such periods he has expended his time and his efforts in many such activities; such as:

National Civilian Defense Council, World War II;

Member, California State Personnel Board;

Member, Selective Service Appeals Board for Los Angeles;

Member, Board of Directors of California Safety Council;

Member, Governor's Conference on Education;

Member, Los Angeles City School District Personnel Board;

Member, California State Board of Education;

Member, Executive Committee, Youth Conservation Committee;

Past Commander, American Legion, Union Labor Post 352, Los Angeles;

Member, Federal Advisory Council on Employment Security, Department of Labor;

Member, Farm Placement Committee, Bureau of Employment Security, Department of Labor;

Member, Regional Labor-Management Committee of Defense Manpower Administration;

Member, Board of Directors, National Housing Conference;

Member, National Council of National Planning Association;

Member, Board of Regents, University of California;

Member, Board of Trustees, San Francisco Maritime Museum;

Member, Archdiocesan Committee for Catholic Charities;

Member, Advisory Committee on Rehabilitation of Industrially Injured, State Department of Education; and

Whereas, All of these services were performed by him in the past without any thought of consideration or compensation of any kind; and

Whereas, It is the feeling of this group that he should be recognized for these past services in these fields; now, therefore, be it

Resolved, That the 1960 Cadillac previously used by him while Secretary-Treasurer be awarded to him.

The following resolution, adopted by the Los Angeles Building and Construction Trades Council in connection with Brother Haggerty's retirement was made a part of the record of the Executive Council meeting:

Whereas, C. J. (Neil) Haggerty has just been selected President of the Building and Construction Trades Department of the American Federation of Labor-Congress of Industrial Organizations, and in that capacity he will be recognized by all building and construction trades workmen, unions, craft councils, building and construction trades councils, the national AFL-CIO, the national and local press, the Senate and House of Representatives of the United States Government and the White House as "Mr. Building Trades himself"; and

Whereas, C. J. (Neil) Haggerty began his official life in labor as a Local Representative of his own craft union with such obvious qualities, ability, personality and industry as to almost immediately, by his associates in the labor movement in general and the building trades unions in

particular in Los Angeles, be recognized as a natural and deserving leader; and

Whereas, In accepting responsibility with sincerity and aggressiveness as the Secretary-Treasurer of the Los Angeles Building and Construction Trades Council, in a short period of time the entire area of Southern California became completely organized and the crafts today operate under excellent wages, hours and working conditions, and in agreement with their several employers, thereby eliminating completely the old, time-worn open-shop situation that existed, particularly in Los Angeles, before Neil's efforts were applied; and

Whereas, His tireless efforts and sincerity of purpose in continuing the good work in behalf of all of organized labor advanced him into the leadership of all of the organized labor forces of the great State of California, a position which he has held these many years in a manner such as to command respect and admiration of not only the members of organized labor at large but of business, industry and government as well; and

Whereas, His recognized accomplishments and achievements in behalf of the working men and women of this great state—organized or not—have been without equal in the history of this state; and

Whereas, Because of this, coupled with his untiring work as a Vice President of his own International Union and his conjunctive work with national leaders of the AFL-CIO, he has won the well merited recognition to the extent that he has been selected as the President of the Building and Construction Trades Department, thereby becoming "Mr. Building Trades himself"; therefore be it now

Resolved, That we, the officers, staff affiliated local unions and delegates to the Los Angeles Building and Construction Trades Council, do, in regular meeting held Thursday, March 3, 1960, hereby convey our most hearty congratulations to Neil Haggerty in an honest, sincere desire in this manner to convey to him personally our very best wishes for his future success in his newer and greater responsibilities; and be if further

Resolved, That we hereby express our sincere appreciation for his tireless efforts in our behalf which has, without a doubt, resulted in strong, active, well-organized building trades unions in the Los Angeles and Southern California area, the members of which now enjoy the most excellent of wages, hours, working conditions and respect of the rest of the labor movement, of industry and of government; and be it further

Resolved, That whereas California has lost a beloved leader, the National and International Unions of the Building and Construction Trades Department, AFL-CIO, have gained, in our opinion, the most able leader as the President of their own departmental activities.

Offered in behalf of the officers, staff and affiliated unions by the Executive Board of the Los Angeles Building and Construction Trades Council:

Signed—

John W. Suitor, Asbestos Workers.
Robert B. Satterfield, Boilermakers.
Peter Modica, Bricklayers.
William Sidell, Carpenters.
Jas. Lance, Electrical Workers.
John E. Dowd, Elevator Constructors.
Alton H. Silcock, Engineers.
Richard DeBey, Lathers.
E. W. Hathaway, Tile & Marble Hlprs.
Martin Nelson, Plasterers & Cement Masons.
Edwin G. Rogers, United Assn., Plumbers and Pipe Fitters.
B. M. Riggs, Roofers.
Virgil H. Fox, Sheet Metal Workers.
Frank Vaughn, Iron Workers.
Ernest E. Metzinger, Teamsters.
Ralph A. McMullen, President.
Ray Waters, Laborers.
Charles H. Marsh, Painters.
J. J. Christian, Secretary.
Naomi Wilkerson.

The vacancy thus created in the office of secretary-treasurer was thereupon filled by the unanimous election of Thomas L. Pitts.

The second vacancy, which resulted from the latter action, was filled by the unanimous election of Vice President Albin J. Gruhn as president of the Federation.

The oath of obligation was administered to the new officers, as provided in the Federation's constitution, by retiring secretary-treasurer, C. J. Haggerty.

At the executive council's next meeting, held June 9-10, 1960, in Hollywood, Harry W. Hansen was elected to the office vacated by Brother Gruhn of vice president of District No. 14. Vice President Hansen, a member of Machinists Lodge 540, Eureka, is president of the Central Labor Council of Humboldt and Del Norte Counties.

At this same meeting, Vice President C. T. Lehmann, a member of the executive council for 23 years, submitted his

resignation as vice president of District 3 A. It was with great regret that the council accepted this resignation, and the officers paid glowing tribute to Brother Lehmann's many years of faithful service and contributions to the California labor movement.

William Sidell, secretary-treasurer of the Los Angeles County District Council of Carpenters, was elected to replace Brother Lehmann on the executive council.

Fraternally submitted,

THE EXECUTIVE COUNCIL,
CALIFORNIA LABOR
FEDERATION, AFL-CIO

Albin J. Gruhn,
President.

Thos. L. Pitts,
Secretary-Treasurer.

John A. Despol
Manuel Dias
Max J. Osslo
M. R. Callahan
William Sidell
Pat Somerset
George E. O'Brien
W. J. Bassett
J. J. Christian
James L. Smith
Robert J. O'Hare
Wilbur Fillippini
H. D. Lackey
C. A. Green
Thomas A. Small
Morris Weisberger
Arthur F. Dougherty
Chris Amadio
Newell J. Carman
Robert S. Ash
Paul L. Jones
Howard Reed
Lowell Nelson
Harry Finks
Harry W. Hansen
Robert Giesick
Robert R. Clark
DeWitt Stone
Edward T. Shedlock
Herbert Wilson
Jerome Posner
E. A. King
Emmett P. O'Malley
Sam B. Eubanks

Vice Presidents

REPORT OF THE SECRETARY-TREASURER

San Francisco, August 1, 1960.

To the Third Convention of the
California Labor Federation, AFL-CIO

Greetings:

The months following the 1959 convention of the California Labor Federation have formed one of the most vital, action-packed periods in the history of the California labor movement. An unusually large number of issues and problems, some new, some of years-long duration, have evoked an energetic response from us.

We have achieved some long-sought goals; we have made small gains or strengthened our position in certain bitter, as yet unresolved struggles; we have resisted encroachment in fields already won; we have met new challenges. It has been the first year of Landrum-Griffin, but it has also been the year of effective activity on behalf of consumers, the year when acreage limitations were written into the San Luis Dam bill over the violent opposition of corporate farmers, and the year of the first real gains for the brutally exploited farm workers.

Economically and politically, the year has neither helped nor especially hindered our endeavors. We learned to live with our disillusionment over what we had earlier thought were our 1958 election victories, and we fought as we always have for the enactment of our state and federal legislative programs and the defeat of inimical measures. Continual, though subdued for the most part, threats from the anti-labor forces have kept us on the alert for the first signs of overt action, while stubbornly high unemployment, inflation, the ever-widening gap between living costs and wages, and disquieting reports and rumors concerning the economic health of the nation have brought added strength and determination to our work and quickened every phase of it with a certain urgency, for labor's memory is long, and we have not forgotten another presidential election year—1932—and what came after.

The Job Situation

In September of last year, however, the situation in California did not appear at all alarming; as a matter of fact, figures released in October for the preceding month actually supported the hope that the recession out of which the nation had lately staggered was really on the wane. For the first time in the history of the state, employment had passed the six million mark, while unemployment had declined to 190,000, the first time in twenty-three months it had dropped below 200,000.

Nationwide, the picture was nevertheless far from bright in September, 1959. Unemployment had again fallen less than seasonally expected, and a significant portion of that decline was the result of students leaving the labor force to return to school. Thus, there were 900,000 more unemployed workers in the United States last September than there had been in the same month of 1956. The following month the situation had worsened. Instead of an expected normal drop of about 200,000, unemployment had risen by another 42,000. Underscoring the seriousness of the trend was the persistently high number of workers who had been unemployed for 15 weeks or longer—a total of nearly three-quarters of a million. During the eight succeeding months, the situation has continued to deteriorate. Official figures for June, 1960, showed 4½ million unemployed in the nation, a jump in the rate from 4.9 per cent in May to 5.5 per cent. This rate is the third highest since the end of World War II, exceeded only by the 6 per cent of June, 1949, and the 7 per cent of June, 1958, both of which were recession years.

As autumn moved into winter, California's hopeful prospect dwindled, and the promise of better times that had seemed possible in September failed to materialize. In December, with 277,000 jobless, and again in January, with a total of 312,000, unemployment in the state topped 5 per cent of the labor force. Early in April, the jobless in the first quarter of 1960 having swelled to over 6 per cent of the labor force, the extended benefits provided by the 1959 Miller-Collier Act automatically went into effect for workers who had exhausted their regular benefits since the beginning of the year, or earlier in certain cases, or who would exhaust them by the end of June.

Employment picked up slightly in April, though there were still 323,000 without work, but when the figures were compiled for May, the outlook was dismal. The May total of 305,000 unemployed was larger than in any May in the last decade, except during the recession year of 1958, while the 18,000 drop between the April and May totals was the smallest decrease

for that period since the end of World War II.

Unemployment averaged over the second three months of 1960 dropped to 5.94 per cent, which was just enough to automatically cut off extended unemployment insurance benefits. In June, the number of the unemployed rose to 325,000, which was 20,000 above the preceding month, and 91,000, or 39 per cent, above the level in June, 1959. The jobless rate for June was 5.1 per cent, as compared with 4.9 per cent in May, and 3.8 per cent twelve months earlier.

Normally, with the expansion of the labor force that occurs at this time of the year as school graduates and summer workers enter the labor force, unemployment among experienced regular labor force members dips sufficiently in May and June to offset in large measure the effect of the summer entrants into the labor force. But, for the first time in 19 months, factory employment in June this year was below that of a year ago, as year-to-year losses in aircraft and primary metals outweighed gains in electrical equipment, missiles and other manufacturing industries. The conclusion is inescapable: there are not enough jobs to go around.

This is a disheartening picture, to say the least, especially when it is realized that these conditions are nationwide and not confined to California, and also, that no end is in sight. But when one turns to examine this worsening situation in relation to the nation's economy and finds that in the past three or four years economic growth has slowed down to a state of near stagnation, it becomes a truly alarming picture.

Nor is this all. On the one hand, the population "explosion" is clearly discernible in our rapidly increasing labor force; on the other hand, jobs have been disappearing with the widespread adoption of radical technological changes in production methods, especially automation. AFL-CIO economist Nat Goldfinger's recent summing up is a sober understatement: "The rapid rate of advancing output per manhour, in an economy whose production levels have been rising slowly, has meant layoffs for many workers, short workweek schedules for others, an inadequate number of job opportunities for a growing labor force, and an increasing number of economically distressed communities." In the past seven years, he points out, the labor force has grown by 5 million, but jobs have increased by only 2.9 million, and making the situation even worse than it appears, most of this increase has been in part-time jobs.

Anti-Labor Activity

Throughout the year, but especially last winter when labor's foes were flushed with victory after the passage of the Landrum-Griffin Act, the tom-toms of the NAM and its supporters kept up the "hate labor" beat. With L-G, they had won a major battle, they announced, but, after all, it was only the foundation for real reform and would not by itself win their war against "union abuses." Their list of these "abuses" is a long one, so their campaign plans for the future include, among other measures, firm opposition to increasing the amount and coverage of the federal minimum wage, the outlawing of "featherbedding" and strikes affecting "the public welfare," making strike violence a federal offense, and for industry to accomplish, the halting of "wage-push inflation" and "fringe gimmicks" by sound, company-level bargaining.

Out of these have emerged their three main goals for the immediate future (to accomplish which their war chest has been richly replenished): the banning of industry-wide bargaining, the placing of unions under the anti-trust laws, and the "regulation" of union political activity. Always at the top of the list, however, is the goal of goals: the enactment of a federal "right to work" law.

In California, the Citizens Committee for Voluntary Unionism, which had been licking its wounds since the humiliating defeat of its Proposition 18 at the 1958 general election, took heart with the passage of the Landrum-Griffin Act and began to reorganize the "right to work" forces in the state. Once burned, twice shy, however, so the committee's return to activity was accompanied by an emphatic shift in tactics. There would be no further attempt to use the ballot as a means of enacting anti-labor measures; not only had the "right to work" proposition been overwhelmingly rejected in 1958, but many "friendly" candidates had been defeated as a result of money being siphoned off for the Proposition 18 campaign.

Because they had no choice, this meant a return to the legislative arena, despite the fact that, beginning in 1947, "right to work" bills had been consistently rejected for ten years by the California legislature. The degree of success achieved by these anti-union forces in electing Assemblymen and Senators who can be relied upon to vote for "proper labor legislation—

namely, voluntary unionism," will not be known until the returns of the November election are in. If a "right to work" fight should develop in the 1961 session of the legislature, the California Labor Federation will not be caught unprepared.

It is against this uncertain, disturbing, at times threatening, economic and political background that the California labor movement has functioned during the past year.

Throughout the state the unions have responded vigorously to the pressures and challenges they have met on every hand. There have been wage increases and improvement in fringe benefits and working conditions; sometimes collective bargaining has failed to reach agreement, and then there have been strikes; and in the face of lay-offs and continuing unemployment, there have been organizational gains, especially notable in new fields such as agriculture.

The role of the California Labor Federation in the events of the past year as statewide spokesman for organized labor, and the carrying out by its secretary of convention policies and decisions are the substance of this report to the 1960 convention. It should be borne in mind, however, in the report that follows, that much of the Federation's activity was directed by C. J. Haggerty prior to my assuming office on March 4, 1960.

1959 CONVENTION RESOLUTIONS

A number of the resolutions adopted by the Federation's 1959 convention required further action by the secretary. Copies of the resolutions, together with covering letters, were sent to the appropriate persons, organizations, and federal and state government agencies concerned with or interested in the various subject matters. In general, acknowledgment was prompt and appreciative; when a significant exchange of correspondence resulted, it has been summarized in this report.

Labor Organizations

Resolutions Sent to All Affiliates

No. 24—"Fraternal Greetings to Histadrut."

No. 26—"Union Label in Caps and Hats."

No. 42—"Support the Jewish Labor Committee."

No. 50 — "Support Community Chest, United Crusade and Other Federated Fund-Raising Drives."

No. 58 — "Support Union Label Program."

No. 60 — "Support Political Education Program."

No. 68—"Reaffirm Endorsement of Community Service Organization."

No. 71—"Adult Education for Labor."

No. 72 — "Reaffirm Support of Italian-American Labor Council."

No. 73—"Commend the City of Hope."

No. 99 — "Endorse and Support Campaign of L. A. Printing Trades Against L. A. Times and Mirror-Daily News."

No. 103 — "Reaffirm Endorsement of Coro Foundation."

No. 132—"Support Drive to Organize Farm Workers."

No. 144—"Safe Driver Insurance Plan."

In addition to the above, all our affiliated organizations received copies of the Federation's pamphlet on "Civil Rights," containing convention actions in this field, as follows:

Policy Statement VI—"Civil Rights."

Resolutions:

No. 11—"Support ICFTU Campaign on Behalf of African Workers."

No. 12—"Commend and Support Civil Rights Committee."

No. 14—"Greetings to the NAACP on its Fiftieth Anniversary."

No. 34—"Civil Rights."

No. 42—"Support the Jewish Labor Committee."

No. 46—"Discrimination Against U. S. Citizens by Arab Countries."

No. 57—"Federal Fair Employment Practices Legislation."

No. 61—"Civil Rights Legislation in California."

No. 68—"Reaffirm Endorsement of Community Service Organization."

No. 79—"Commemorate World Refugee Year."

No. 107—"Eliminate Union Discrimination or Segregation."

Copies of this pamphlet were also sent to the AFL-CIO Civil Rights Committee, the National Association for the Advancement of Colored People, the Jewish Labor Committee and the Community Service Organization. Additional copies were distributed by the Jewish Labor Committee.

Further action was taken subsequently by the secretary in regard to **Resolution No. 79** when all central labor councils in the state were asked to join with other groups in commemorating World Refugee Year in various areas of the state. With this request, the secretary enclosed materials on various aspects of the world refugee problem and on the commemorating activities already held or planned for the near future.

Resolution No. 143 — "Preserve West Coast Ship Construction Differential" was widely distributed to labor organizations, copies being sent to all central labor and craft councils in California, the California State Association of Electrical Workers, and the Oregon and Washington State Labor Federations.

Resolutions Sent to AFL-CIO Convention

Four resolutions were directed by convention action to the 1959 AFL-CIO convention:

No. 5—"Trade With Soviet Russia and Satellites." This resolution was referred by the AFL-CIO convention to the national executive council "with instructions to study the matter with a view to its relationship to our general policy."

No. 23—"Importation of Foreign Fabricated, Polished and Pre-Cut Marble and Granite."

The substance of this and two similar resolutions was covered by a resolution concerned with the whole subject of international trade, which was adopted by the AFL-CIO convention. The principal points of this major policy declaration are as follows: (1) continued support of the Reciprocal Trade Agreements Program with whatever modifications may be necessary to assure maximum benefits and minimum injury to American and other Free World workers; (2) incorporation of the principle of fair labor standards in international trade as an essential feature of U. S. trade policy; (3) maximum emphasis on safeguarding absolute historic levels of domestic production so as to prevent production cutbacks or employment displacement in domestic industries as a result of sudden large influxes of competing imports; (4) if necessary, despite the above measures, assistance to be provided to the workers, firms and communities involved, as well as the possible development of specific programs.

No. 47—"Runaway Motion Picture Production."

The AFL-CIO convention endorsed the Resolved of this resolution, but not the Whereases because they covered such a wide field.

No. 106—"Support Continuation of Geneva Nuclear Test Ban Talks."

This resolution was included in the report on the executive council's "Statement on the International Situation" and adopted with the statement by the convention.

Resolutions Sent to President Meany

The following resolutions were sent to President George Meany for his information and consideration:

No. 29—"35-Hour Week."

No. 38—"Communist Threat."

No. 56—"Foreign Workers and Imports."

No. 79—"Commemorate World Refugee Year."

Resolution Sent to AFL-CIO Department of Legislation

No. 133—"Prevailing Wages for Service Workers in Government Establishments."

In acknowledging receipt of the resolution, Andrew J. Biemiller, director of the department, stated that it would help to guide him on the progress of the George Miller bill, designed to assist fair contractors in dealing with AFL-CIO members, and added that the results of the bill would probably be greater in California than in any other section of the country. At this writing, however, there has been no action on this bill.

Federal Officials and Agencies

Resolutions Sent to President Eisenhower

The following resolutions were sent to President Eisenhower and acknowledged by David W. Kendall, Special Counsel to the President:

No. 34—"Civil Rights."

No. 46—"Discrimination Against U. S. Citizens by Arab Countries."

A copy of **Resolution No. 46** was likewise sent to Secretary of State Christian Herter. With an acknowledgment of the resolution, Maurice Rice, director of the State Department's Office of Public Services, sent a copy of a three-page statement explaining the views and policy of the U. S. Government in regard to the problem presented in our resolution.

Resolutions Sent to California Congressmen and Senators

In addition to an urgent letter on **Reso-**

lution No. 18—"Hospitalization for Letter Carriers," a group of seven resolutions dealing with inequities involved in postal service and federal employment were sent in one mailing to the California Congressmen and Senators:

No. 17—"Post Office Vehicle Liability Insurance."

No. 20—"Saturday Holiday for Postal Employees."

No. 83—"Salary Increases for Postal Employees."

No. 84—"Eliminate Work Production Standards in the Post Office."

No. 85—"Union Recognition for Postal and Federal Employee AFL-CIO Unions."

No. 86—"Amend Inequities of Public Law 68."

No. 87—"Payment of Overtime for Substitute Employees in the Post Office."

Acknowledgment was received from Representatives Jeffery Cohelan, Harlan Hagen, Joe Holt, Craig Hosmer, Donald L. Jackson, Harold T. Johnson, Cecil R. King, William S. Mailliard, George P. Miller, John E. Moss, D. S. Saund, John F. Shelley, Harry R. Sheppard, and Senators Clair Engle and Thomas H. Kuchel.

A second mailing consisted of the following resolutions:

No. 23—"Importation of Foreign Fabricated, Polished and Pre-Cut Marble and Granite."

No. 28—"Taft-Hartley Act."

No. 31—"Social Security."

No. 53—"World Fair in Los Angeles in 1963."

No. 62—"Increase Federal Minimum Wage to $1.25 and Extend Coverage."

No. 64—"Federal Pre-Paid Health Insurance."

No. 75—"Remove Taft-Hartley Discrimination Against Guards."

No. 79—"Commemorate World Refugee Year."

No. 106—"Support Continuation of Geneva Nuclear Test Ban Talks."

No. 118—"Provide Penalty for Violation of the Fair Labor Standards Act."

No. 119—"Protect Our Natural Resources."

No. 133—"Prevailing Wages for Service Workers in Government Establishments."

No. 135—"Protest Invasion of Civil Liberties." (Sent to representatives only.)

No. 143—"Preserve West Coast Ship Construction Differential."

Acknowledgment was received from Representatives Jeffery Cohelan, Clyde Doyle, Charles S. Gubser, Joe Holt, Craig Hosmer, Cecil R. King, Glenard P. Lipscomb, Clem Miller, George P. Miller, John E. Moss, James Roosevelt, D. S. Saund, Harry R. Sheppard, H. Allen Smith, Bob Wilson, and Senators Clair Engle and Thomas H. Kuchel.

Resolutions Sent to Senate and House Committees

No. 106—"Support Continuation of Geneva Nuclear Test Ban Talks."

Copies were sent to the members of the Senate Committee on Foreign Relations and the House Committee on Foreign Affairs. Replies, most of which evinced keen interest in the resolution, were received from Senators Frank Church (Idaho), Hubert H. Humphrey (Minnesota), Wayne Morse (Oregon), and Representatives E. Ross Adair (Indiana), James G. Fulton (Pennsylvania), Donald L. Jackson (California), Edna F. Kelly (New York), William H. Meyer (Vermont), D. S. Saund (California), Clement J. Zablocki (Wisconsin).

No. 118—"Provide Penalty for Violation of the Fair Labor Standards Act."

Copies for committee members were sent to Senator Lister Hill, chairman of the Senate Committee on Labor and Public Welfare, and to Representative Graham A. Barden, chairman of the House Committee on Education and Labor. Acknowledgment was received from John S. Forsythe, general counsel for the Senate committee, and from Senator Clifford P. Case (New Jersey).

No. 119—"Protect Our Natural Resources."

Copies for committee members were sent to Senator James E. Murray and Representative Wayne N. Aspinall, chairmen of the Senate and House Committees on Interior and Insular Affairs.

Resolutions Sent to Senate and House Leaders

The following resolutions were sent to Senators Lyndon B. Johnson and Everett Dirksen, majority and minority leaders, respectively, of the Senate, and to Representatives John W. McCormack and Charles A. Halleck, majority and minority leaders, respectively, of the House of Representatives:

No. 34—"Civil Rights."

No. 56—"Foreign Workers and Imports."

No. 57—"Federal Fair Employment Practices Legislation."

Acknowledgment was received from Representatives McCormack and Halleck.

Resolutions Sent to U. S. Department of Labor

Two resolutions concerned with problems created by the Mexican bracero program were sent to Secretary of Labor James P. Mitchell and Robert C. Goodwin, director of the Department of Labor's Bureau of Employment Security:

No. 128 — "Strikebreaking by Foreign Contract Workers."

No. 130—"End Employment of Mexican Contract Workers in Packing Operations on Machines in the Field."

In acknowledging the resolutions, Secretary Mitchell commented, "I believe that our actions with respect to the particular situations identified in the resolutions have been completely in accord with the provisions of law governing them." Nevertheless, he concluded by stating: "You may be assured that the Department of Labor will continue to work toward a solution of the agricultural strike problem so that the presence of Mexican national workers does not operate as a deterrent to normal and legitimate labor-management relationships. We shall also continue to devote our full efforts to the prevention of any adverse effect on United States farm workers."

Resolution Sent to Secretary of Agriculture

No. 88—"Oppose Discontinuance of Federal Meat Grading Program."

No reply was received from Secretary Ezra Benson.

State Officials and Agencies

Resolutions Sent to Governor Brown

No. 61—"Civil Rights Legislation in California."

No. 81—"Distribution of California Irrigation Water."

No. 132—"Support Drive to Organize Farm Workers."

No. 145—"Repeal or Modify Responsible Relatives Law."

Receipt of these resolutions was acknowledged with thanks by Governor Brown.

Copies of **Resolution No. 61** were also sent to the secretary of the State Senate, J. A. Beek, and to Arthur A. Ohnimus, chief clerk of the Assembly.

Copies of **Resolution No. 145** were also sent to Senator Hugh N. Burns, president pro tempore of the State Senate; Senator James McBride, chairman of the Senate Committee on Finance; Assemblyman Ralph Brown, speaker of the State Assembly; and Assemblyman Jesse M. Unruh, chairman of the Committee on Ways and Means.

Resolutions Sent to State Legislators

The following resolutions were sent to all members of the state legislature:

No. 81—"Distribution of California Irrigation Water."

No. 100—"Teachers' Job Security."

Letters of acknowledgment were received from Assemblymen John Busterud, Charles J. Conrad, Bert DeLotto, Edward E. Elliott, Myron H. Frew, Richard T. Hanna, James L. Holmes, Leverette D. House, Lloyd W. Lowrey, Frank Luckel, Charles W. Meyers, Jack Schrade, Jesse M. Unruh, Jerome R. Waldie, Edwin L. Z'Berg; and from Senators J. William Beard, Randolph Collier, Nelson S. Dilworth, Luther E. Gibson, Donald L. Grunsky, John W. Holmdahl, Virgil O'Sullivan, Albert S. Rodda, Stanford C. Shaw, Waverly Jack Slattery, Walter W. Stiern.

Resolution Sent to State Attorney General

No. 144—"Safe Driver Insurance Plan."

A copy of this resolution, which placed the Federation on record as opposing and condemning the so-called "Safe Driver Insurance Plan," was sent to Attorney General Stanley Mosk, with an inquiry as to whether his office was conducting any studies to determine whether the stated objective of the plan, i.e., greater observation of traffic laws, was being realized.

In his reply, Attorney General Mosk stated that no studies were being conducted by his office at that time. It was his opinion that such studies might be better handled by an interim committee as part of a legislative inquiry, but, he assured us, his office would be glad to undertake studies if directed by the legislature.

Resolutions Sent to Various State Agencies

No. 2—"Labor Representation on Personnel Board Qualification Appraisal Boards."

Copies were sent to the State Personnel Board. Acknowledgment was received from Robert D. Gray, president of the board, who stated as follows:

"John Fisher, executive officer of the State Personnel Board, informs us that in

selecting members of qualification appraisal boards for civil service classes such as Industrial Welfare Agent, Deputy Labor Commissioner, and Conciliator, Department of Industrial Relations, the normal practice is to include two public representatives: one with background in organized labor, and the other with a management background."

No. 16—"Construction Safety."

Copies were sent to the Division of Industrial Safety in the State Department of Industrial Relations.

Excellent replies were received from the Director of Industrial Relations, John F. Henning, and Thomas N. Saunders, Chief of the Division of Industrial Safety.

Henning reported that he had directed our request for review and revision of Construction Safety Order 1514 to the Industrial Safety Board, and that Saunders had already assured him that enforcement of this section was being given priority attention by the state safety engineers.

The latter was explained in some detail in Saunders' own letter in response to the resolution. The Division of Industrial Safety had already undertaken investigation of the problem. Feeling that the safety order in question was a good order and that the solution would be found in its enforcement, he had met with officials of building trades unions to discuss an enforcement program. Out of this came a decision to demand compliance of the employers, working through the employer associations. Photographic evidence was gathered, and since the beginning of the year, Saunders has presented evidence and demands for compliance at meetings of the various associations. Results are justifying the division's confidence in the safety order.

No. 52—"Reimbursable Sales Taxes."

Copies were sent to State Controller Alan Cranston and members of the State Board of Equalization, and to the State Consumer Counsel, Helen Ewing Nelson.

Letters were received from Alan Cranston, Paul R. Leake, chairman of the Board of Equalization, Richard Nevins and George R. Reilly, board members, and Mrs. Nelson, all of whom evinced great interest in the subject matter of the resolution.

Controller Cranston stated that, shortly after our convention, he had requested the assistant secretary of the Board of Equalization, Harry L. Say, to make an investigation into the subject. A copy of Mr. Say's communication to Paul Leake on the matter was forwarded to us. In this somewhat lengthy summary of the problem and steps being taken toward its solution, reference was made to a bill on the subject that had been introduced at the 1959 session of the legislature and which, with others on related subjects, is presently being studied by the Interim Committee on Revenue and Taxation.

From the above, it appears evident that the Board of Equalization is aware of the problem and is taking steps to halt the practice to which our resolution objected.

No. 81—"Distribution of California Irrigation Water."

A copy was sent to Harvey O. Banks, Director of the State Department of Water Resources. In his reply, he stated that the policy questions raised in our resolution were being given intensive study, along with other policies involved in the water program, by the Governor's office and the Department of Water Resources.

No. 127—"Support California Conference on Apprenticeship."

Charles F. Hanna, chief of the Division of Apprenticeship Standards in the State Department of Industrial Relations, thanked us for our resolution pledging support to the conference.

No. 128 — "Strikebreaking by Foreign Contract Workers," and **No. 130** — "End Employment of Mexican Contract Workers in Packing Operations on Machines in the Field."

Copies of these resolutions were sent to Irving H. Perluss, director of the State Department of Employment. His reply clarified the department's position on these matters in some detail.

With respect to **Resolution No. 128,** he stated that, although the removal of foreign workers from an agricultural operation where domestic workers are on strike is the responsibility of the Secretary of Labor, under the International Agreement with Mexico, and has not been delegated, under the Department of Employment's own rules the department will continue to withhold referrals or authority for new workers when a dispute is in effect.

With respect to **Resolution No. 130,** however, Perluss was glad to report that a prohibition against the employment of foreign workers on field packing machines or as equipment operators went into effect on November 1, 1959, all employers having been so advised by him on October 19, 1959.

No. 131—"Sanitary Facilities for Field Workers."

A copy was sent to Dr. Malcolm H. Merrill, director of the State Department of Public Health.

With his reply, Dr. Merrill enclosed copies of the minutes of two public meetings held in June by the directors of the State Departments of Public Health, Industrial Relations, Agriculture and Employment in which the problem was thoroughly discussed and general objectives agreed upon.

He reported, further, that a task force composed of representatives of the same departments had developed concrete plans for the establishment of local action committees in each county for the development and field testing of types of toilet and handwashing facilities suited to the needs of the area, and that members of the task force would meet with the several associations of boards of supervisors to acquaint them with the intent and objectives of the local programs. In November of last year a representative of the task force testified before the Senate Interim Committee on Labor and Welfare concerning the need for specific legislation on this subject at the next regular session of the legislature.

No. 143 — "Preserve West Coast Ship Construction Differential."

A number of copies of this resolution were sent to the Governor's Committee for Ship Construction and Repair.

No. 146—"Unemployment and Disability Insurance Coverage for Variety Artists."

A copy was sent to Irving H. Perluss, director of the State Department of Employment. His lengthy reply analyzed the resolution, discussing and/or clarifying the various points raised, and closed with the assurance that the Department of Employment will continue to make every effort to classify correctly the status of variety artists in order that they may receive their just protection under the unemployment and disability insurance law.

A copy of Perluss' letter was forwarded to William P. Sutherland, secretary of the California State Theatrical Federation.

Other Mailings of Resolutions

No. 24—"Fraternal Greetings to Histadrut."

Copies were sent to Histadrut in Tel Aviv, Israel, and to the organization's headquarters in San Francisco.

No. 72 — "Reaffirm Support of Italian-American Labor Council.

A copy was sent to the Italian-American Labor Council's headquarters in New York.

No. 73—"Commend the City of Hope."

At its request, three hundred copies of this resolution were delivered to the City of Hope's San Francisco headquarters.

No. 79—"Commemorate World Refugee Year."

A copy was sent to former President Harry S. Truman.

No. 103—"Reaffirm Endorsement of Coro Foundation."

On request, a number of copies were sent to the Coro Foundation in San Francisco.

No. 145—"Repeal or Modify Responsible Relatives Law."

A copy was sent to George McLain, chairman of the California Institute of Social Welfare.

Resolutions Referred to Federation Executive Council

Action on several resolutions which were referred by the 1959 convention to the executive council for decision is summed up in the report of the executive council to this convention.

SUPPORT OF STEEL STRIKE

The 1959 convention unanimously adopted the statement issued by the executive council at its June, 1959, meeting and which extended full support to the Steelworkers in their dispute with the steel industry. In August, the situation was already tense and fraught with danger, not only for the Steelworkers, but for the entire organized labor movement. During the succeeding weeks as the situation progressed rapidly from bad to worse, developments were reported in full in the Federation's Weekly News Letter.

In October, a Taft-Hartley "emergency" injunction was invoked against the Steelworkers by order of President Eisenhower in an obvious move to break the 100-day-old strike. Immediately thereafter a temporary back-to-work order forced 500,000 striking steelworkers back to their jobs. The temporary order was quickly followed by a preliminary injunction, which was upheld by the U. S. Supreme Court, extending the back-to-work period to the full 80 days allowed by the Taft-Hartley Act. This injunction became operative on Friday, the 13th of November, almost simultaneously with the taking effect of the new restrictions under the Landrum-Griffin Act on "hot cargo" agreements,

recognition of picketing, and secondary boycotts.

Trade unionists across the nation responded instantly to this bitter sequence of events. It was practically certain that the strike would be resumed in January at the conclusion of the 80 days, and organized labor was determined that it would not be broken through a lack of funds. From millions of unionists, one hour's pay per month began to flow into the Steelworkers' strike fund.

It was now crystal clear that the leaders of big industry had decided on a course to end its traditional relationship with the labor movement, and that the Steelworkers had been singled out for the first attack, with the rest of the labor movement to follow as soon as the Steelworkers had been disposed of. As the Federation's then secretary-treasurer, C. J. Haggerty said, in a letter urging all affiliated organizations to rally their membership to financial support of the Steelworkers, "The success or failure of the Steelworkers' battle will sit as a real participant at every collective bargaining table—as a powerful, policy-making precedent in the future collective bargaining of every one of our affiliated organizations."

Brother Haggerty was also quick to point out the inescapable connection between the use of Taft-Hartley and Landrum-Griffin provisions against the Steelworkers and the urgent need for the political mobilization of all AFL-CIO unions in the state. Calling for their full participation in labor's political activity, he said, "Until every AFL-CIO union in the state joins California Labor COPE, the state labor movement is in the position of a man fighting a difficult and tough battle with one hand tied behind his back."

As we know, the steel strike ended in victory early in the year. In every way, it was an historic victory, for the Steelworkers, of course, but also for the whole labor movement, against the most formidable attack launched against it in many years. Because they had shared in the struggles, workers everywhere shared in the triumph, as well as the lessons to be learned from this giant dispute.

AGRICULTURAL WORKERS

The report of the secretary to the Federation's 1959 convention described the beginning of plans for a new campaign to organize the state's agricultural workers. At that time the plan was still nascent. The Agricultural Workers Organizing Committee had just recently been set up by the AFL-CIO to work in close cooperation with the United Packinghouse Workers; the nucleus of a staff had been selected; careful formulation of the campaign was under way; the Stockton area had been chosen as headquarters; officers of the Stockton local had been elected and installed.

When the secretary's report went to press late in July, however, one column sufficed to contain all pertinent information to date about the AWOC. The daily papers had largely ignored the committee; the growers were watchful but unalarmed. Thousands of Mexican Nationals were working in fields and orchards throughout the state, while thousands of domestic farm workers were unemployed.

Today, one year later, a full account of the activities and accomplishments of the AWOC, together with reports of legislative and investigative actions, hearings, etc., bearing immediately on the situation would fill a volume of many pages. From obscurity, the AWOC has leapt to national prominence. Its activities have made "hot" news in the daily press, in national circulation magazines, on TV and radio news programs. And the screams of outraged growers have reverberated from one end of the state to the other—and to Washington, D. C.

To round out the picture as it was in the summer of 1959:

— The Federation's efforts to obtain passage by the 1959 session of the California legislature of the statutory minimum wage covering all workers, including those on farms, had ended in failure.

— The Industrial Welfare Commission, prodded relentlessly by the Federation since April, 1956, was still uncertain whether to issue or refuse to issue a minimum wage order for women and minors in agriculture.

— The State Farm Labor Placement Bureau was still acceding to most grower requests for the importation of Mexican Nationals to work in their fields and orchards.

— Compliance with many provisions of Public Law 78 was poorly enforced.

However,

— Four state departments, headed by Public Health and including Industrial Relations, Employment and Agriculture, had conferred together for the first time, had agreed that the shocking lack of sanitation in the fields was a problem urgent-

ly demanding solution, and set in motion an action program.

—To meet growing criticism of the Farm Labor Placement Service's policies and practices in certifying the need to import Mexican Nationals for farm work, the Department of Employment, acting on a request from the Governor, had just announced a new ten-point program to strengthen controls over the placement service.

Looking back from the vantage point of one year, the opposing forces can be seen in perspective. It is a startling picture. Not since the desperate struggle of the early trade unions has there been such a vicious imbalance of forces, or such an antiquated attitude toward workers as displayed by the big growers, who until now have dominated the thinking and action of practically all the growers in the state.

Here are the big growers: economically secure, confident and readily boastful of their power, which has rarely been challenged and never successfully, and armored with the absolute disbelief that any law or any authority, federal or state, can tell them what they must do or what they are forbidden to do. They are organized with other growers in powerful, well-financed associations. Their wishes carry weight in their communities and they can usually rely on the cooperation of city councils, boards of supervisors, sheriffs, local police and courts. They are active in politics, with well-filled purses to assist in campaigns, and so have friends and allies in lawmaking bodies at local, state and national levels. Perhaps even more important are the friends and allies they have in administrative bodies on the same three levels. Finally, because they are so well-heeled, they have available to them at all times all means of communication, the press, television and radio.

And here are the farm workers: desperately poor, plagued with seasonal unemployment at best, but commonly refused available jobs because Mexican Nationals come even cheaper; specifically excluded from laws that protect and give security to other workers. Their housing is wretched, few have permanent homes; the schooling of their children is haphazard and substandard; their health needs are ignored. Until recently they had no organization, no allies, no means of effectively communicating their plight.

Today, there has been a change. Today, they have the AWOC. As friends and allies, they now have the national and state AFL-CIO organizations, the central bodies and their affiliates, as well as the National Advisory Committee on Farm Labor and the California Citizens Committee for Farm Labor. The California Labor Council on Political Education and the local COPE groups are awakening them to the need for political action and telling them how they may take such action. And their long isolation has been shattered by the channels of communication that have been opening up to them: the newsletter of the AWOC, the publications of the local central labor councils, the California Labor Federation's Weekly News Letter, the AFL-CIO News, while their own activities and successes have breached the walls of the daily press, television and radio. At last, their story is beginning to be told.

It is true that the alignment of opposing forces is still very far from equal. The growers have the money, the power, and the influence. But at the core of the change in the agricultural labor situation is the one factor whose potential is so great that it not only accounts for the progress that has already been made, but is certain to be the deciding factor in the ultimate successful organization of all the American farm workers.

That one factor is the firm, unswerving support of the nation's organized labor movement. The AWOC functions within the framework of the AFL-CIO; it is strengthened and inspired by the spirit and convictions and loyalty of the American trade unionists; it shares and can call upon the accumulated wisdom and experience of decades of similar struggles to better the lives of working people through union organization. This is the equalizer that not only brings the opposing forces into balance, but gives the farm workers the edge in the continuing campaign.

This section of the secretary's report to the 1960 convention cannot be the book of many pages that would be required if the full story of the events of the past year were told. Within the limited space of this report, however, as clear a picture as possible of the developments, as they occurred, and the role of the Federation in fulfilling its wholehearted pledge of assistance to the agricultural workers will be set forth.

State and Federal Action At Last—But Not Yet Enough

The first indication of progress in the overall situation of the agricultural workers came on the eve of the Federation's 1959 convention when lightning struck the State Farm Labor Placement Service in the form of the demotion of Edward F.

Hayes, who had headed the service for twelve years, to the job of chief of the service's technical section, and the firing of William H. Cunningham, assistant chief of the service. Department of Employment investigation of charges by the AWOC, that Hayes was consistently representing and favoring grower interests, had produced damning evidence of grower domination of the service, while Cunningham was dismissed on proved charges of dishonesty and misuse of state property.

Some months later, the Hayes incident was to be followed by a similar one involving a certain Abner Sneed, then director of the Los Angeles office of the United States Immigration Service, in connection with the use of Japanese Nationals as strikebreakers. The fact that both men shortly thereafter left government service to take fat jobs with the growers—Hayes as secretary-manager of the Imperial Valley Farmers Association, and Sneed as executive secretary of the Northern California Growers Association—not only provided further proof of labor's charges against them, but furnishes an excellent example of what has been pointed out earlier in this report—the influence of the growers over key figures in federal and state administrative bodies.

While the investigations continued—of the Farm Labor Placement Service by the Department of Employment, and of abuses and fraud in connection with the Mexican National farm labor program by the state's Attorney General — Secretary of Labor James P. Mitchell, in San Francisco for the September AFL-CIO convention, decided to make a personal inspection of a few bracero camps in the nearby Santa Clara area. Mitchell was shocked; he found one of the camps so filthy that he ordered it closed immediately and the braceros removed.

From time to time the Department of Labor has made isolated examples of a few growers by depriving them of their braceros and closing their labor camps because of the usual violations: poor food, filthy, rat-infested quarters, substandard wages, inaccurate payroll records; but until recently the overwhelming majority of reported violations of such provisions of Public Law 78 have gone unheeded, while braceros have continued to pour into the state. Similarly, the State Farm Labor Placement Service until recently did not consistently observe either the letter or the spirit of its new ten-point program. One week, the service has been applauded by labor for applying the program; the next week, the service, with labor picketing its local office, has explained that it "forgot" to observe one of the regulations.

There is no doubt that both state and federal administrative and enforcement agencies are under constant, intense pressure from the growers, but labor does not forget the constant, intense pressure under which the AWOC strives to attain its goals, and under which the American farm workers strive to make a living, and too often, merely to survive.

Farm Worker Recruitment Regulations

Another small step toward securing some improvement in the conditions of migratory farm workers was taken when certain amendments proposed by the Secretary of Labor to regulations governing the supplying of such workers to farmers went into effect in December.

When first announced, the purpose of Secretary Mitchell's proposals was to prevent use of public facilities to undercut workers' standards in areas where farmers recruit labor from other states. Most of the suggested revisions dealt with conditions which had to be met before public employment agencies could place growers' job orders into interstate clearance.

The proposals received a mixed reaction from Secretary Haggerty in a prepared statement presented by him on behalf of the Federation at hearings held in Washington, D. C., on September 10 and 11. While regretting that several initial housing proposals had been subsequently withdrawn, Secretary Haggerty praised Mitchell's advocacy of a requirement that housing and facilities be "reasonably calculated to accommodate available domestic agricultural workers," and hailed improved regulations dealing with transportation of workers from other states.

On the other hand, Haggerty condemned a suggested change which could at times weaken the prevailing wage formula by excluding from consideration earnings of foreign workers who, under Public Law 78, are, in effect, guaranteed a minimum hourly wage. Especially criticized was a proposal that state agencies weigh workers' reliability and "past fulfillment of contract commitments" before referral to farm jobs. It was pointed out that such a proposal could turn public employment offices into private detective agencies with blacklisting potentials.

Haggerty urged retention of three existing standards as prerequisites to interstate clearance of job orders, all of which the Secretary of Labor proposed to discard.

The first of these was a specific requirement that local workers be offered daily transportation to and from the job in line with area practices. The second deletion required that out-of-state workers be offered terms and conditions of employment at least equal to those granted by farmers from the same area who had successfully recruited and retained domestic workers. And the third provision proposed to be dropped was the making public of compiled wage and related information, since this would obviously destroy—and now has—the public's "right to know."

Finally, Haggerty stressed the necessity of considering all conditions offered contract Nationals if there was to be a realistic basis for interstate clearance standards. Such conditions included insurance coverage and a guarantee of employment three-fourths of the time.

Summing up the Federation's position, Haggerty stated: "The only fully suitable basis for use of federally financed facilities for labor recruitment is that of compliance with adequate and uniform standards prescribed by the U. S. Department of Labor."

When Secretary Mitchell made public the final revision of the regulations, he announced that the changes made in his proposals after the public hearings were essentially of a clarifying nature, with one exception. This was the proposed amendment which Secretary Haggerty had protested most strongly, and which would have required the employment service to check into a farm worker's past employment history before referring him to an out-of-state job. With its deletion from the final regulations, the Federation had to be content with a small victory.

Sanitary Facilities in the Fields

The shocking neglect of the dangerous health hazard to the public presented by the almost total lack of sanitary facilities for farm workers in the fields may at last be coming to an end. Whether the solutions that will be found will be satisfactory to labor remains, of course, to be seen.

Year in and year out, labor has brought the problem to the attention of local and state health authorities, urging immediate action. We have done all we could to warn the public of the intolerable conditions which threaten them and their families most directly, but the public has remained ill-informed, due to the silence of the mass media, and therefore either incredulous or indifferent.

Until last year, official thinking had been along the lines of local initiative, voluntary action by the growers, and educational programs. Naturally, nothing was done; the growers were as impervious to official pleas as they were to labor's demands.

As reported to last year's convention, the first indication of hope came from a conference held in Berkeley on June 16 of last year, sponsored by the State Department of Public Health. Participating were representatives of the State Departments of Industrial Relations, Employment, Agriculture and Public Health, as well as of labor, growers, and county agencies. This was followed by a similar meeting of the same group on September 3. Keynote of this gathering was struck by Dr. Malcolm H. Merrill, director of the State Department of Public Health, with the terse announcement that the meeting had not been called to discuss whether or not there was a problem. "There is a problem," he declared, "and we are here to find solutions."

General agreement was reached at this meeting that, existing laws being obviously insufficient, a state law, carefully drawn to correct the hazardous situation and containing enforcement provisions with teeth, should be presented at the 1961 general session of the legislature. The state agencies determined that in the meantime they would fully utilize existing statutes. The Division of Industrial Safety, for instance, possesses jurisdiction and enforcement powers to ensure against disease hazards to workers in agriculture, and the Department of Agriculture is empowered by law to take certain action in regard to hazards which might jeopardize the marketing of crops. The need for some kind of community organization to support the interim activity was also generally conceded.

Out of this conference came the formation of a top-level task force, or over-all action committee, consisting of Frank M. Stead, chief of the Department of Public Health's Division of Environmental Sanitation, chairman; Thomas Saunders, chief of the Division of Industrial Safety in the Department of Industrial Relations; Charles Dick, deputy director of the Department of Agriculture; and Robert Stevens of the Farm Placement Service, Department of Employment. Subsequently, local action committees were set up in the various agricultural areas in the state, with local health officers supplying the initiative and encouraging their continued activity. Their principal task is to gather

information on which to base their recommendations to the over-all action committee for use in drawing up the bill for introduction at the 1961 session of the legislature. It is expected that this legislation will be sponsored by the Department of Public Health. The Federation will, of course, closely follow all developments in this matter.

State Minimum Wage

In October, 1959, the California Industrial Welfare Commission made a long-delayed decision to extend the protections of the state's minimum wage law to women and minors in agriculture.

This action climaxed a campaign which began in 1956 when the Federation charged that the Commission was flouting the mandate of the legislature by failing even to consider extending minimum wage coverage to this most exploited group of workers. A little later this charge was upheld by the Attorney General's office, which stated that the Commission had clear jurisdiction over women and minors in agriculture. The Commission then undertook to hold a series of hearings, which extended over a year and a half, from one end of the state to the other, at the conclusion of which a final hearing was set for October 9, at which time all interested parties were invited to present their views.

At this hearing the following statement of the position of the California Labor Federation was presented:

STATEMENT ON MINIMUM WAGE COVERAGE OF WOMEN AND MINORS IN AGRICULTURE

It is our understanding that the purpose of this hearing is to permit the parties to evaluate the previous testimony submitted to the commission as to whether the wages paid to women and minors in agriculture are adequate to supply the cost of proper living or whether the hours or conditions of labor are prejudicial to the health, morals, or welfare of such workers. We believe the record firmly establishes that California agriculture is dominated by vastly inadequate wages and conditions which demand the immediate creation of an agricultural wage board.

For purposes of convenience, we generally cite only one witness in the previous hearings regarding a particular condition even though the record often contains much similar testimony. Were these examples applicable to merely a small minority of farm labor employment situations, which generally is not the case, the need for commission action in an industry so barren of effective minimum standards in almost every area would hardly be diminished.

No Parallel for Farm Labor's Depressed Non-Wage Conditions

Before we attempt a brief review of the abysmally low hourly and annual earnings of agricultural workers in California, it would seem pertinent to contrast the condition of agricultural workers with virtually all other working people in areas other than wage rates. In just about all of our manufacturing and service industries, our society takes it for granted that all employees enjoy benefits such as vacations with pay, health and accident policies, pension plans, holidays with pay, life insurance coverage, premium pay for overtime or holiday work, and disability insurance. While these, with the exception of the latter, are almost universally enjoyed by the rest of the nation's workers, none of them apply to agricultural workers.

Furthermore, although the bulk of farm workers experience unusually extended periods of unemployment every year, they are one of the few groups excluded from unemployment compensation coverage. Residence requirements quite often render them ineligible for state and local public assistance benefits. Although they are one of the few completely unorganized major groups of workers in the nation, they are denied legislative protection and machinery implementing their right to join unions by both the state and federal governments.

Because hourly and annual earnings are so low, the hiring out of their minor children is commonplace (see Stockton testimony of Dora Hernandez regarding the labor of her 7-year-old daughter). Tots are left in the care of only slightly older children (see Marysville testimony of Mrs. Rafaela Sanchez) or are left unsupervised near heavy and dangerous machinery while their mothers work in the fields. One of the many obstacles in the way of a normal school education for the children of farm labor families was cited in the Marysville testimony of Mrs. Helen Tannehill, who spoke of the withdrawal of such youngsters from school because they didn't have any shoes to wear.

Conditions of farm labor housing unfit for animals, which Secretary of Labor James P. Mitchell has belatedly been discovering in recent days, have been reported to the Commission by Lilly May Gordley in Stockton, by DeWitt Tannehill in Marysville, and by others.

The Commission has heard ample reports of lack of drinking water, toilet and hand-washing facilities in the fields (see Stockton statement of Caroline Orosco). It has been advised by Ernesto Galarza in San Jose and by others of dishonest weighing or measuring of production on piece work operations (see Stockton statement of Rose Alonzo). It has been told of long and unpaid hours of waiting between deliveries of produce or due to mechanical breakdowns (see deposition of Josefina Guitierrez in the Stockton hearing). The Commission has learned from Mrs. Nova in Stockton and from others of the frequent practice of making Social Security deductions without issuance of a receipt. It has learned of the inadequacy of the Social Security Act itself, as well as its enforcement, whereby Social Security deductions are often not made at all.

Numerous farm workers have testified as to the frequent requirements that they provide their own transportation to the job, even though such transportation is universally provided for imported workers. They have told of excessive charges for food, drink, housing, work equipment, transportation and merchandise sold to them on the job or in the labor camp.

They have related the precarious condition of the right to agricultural employment for domestic workers, particularly for women and children, while Mexican Nationals are guaranteed a job during three-fourths of the period of their contract.

There has also been abundant testimony as to the long-term depression of agricultural wage rates and working conditions through the grower-oriented administration of Public Law 78. The fact that the workers in this industry are the only ones in the nation affected with the pressures of a virtually unlimited supply of foreign labor is symbolic both of the unbridled power of the growers and of the utter helplessness of these workers.

This is not a complete list of the substandard conditions which set this group of workers apart from the rest of the nation. Although it is true that some of these conditions are not to be found in specific cases, the almost universal degree to which the bulk of them apply is both shocking and shameful.

Real Farm Wages in Striking Decline During Last Decade

It is only when the farm wage picture is viewed against this desolate background that its full impact can be felt. All available evidence indicates that most wage levels for California's field workers have failed to rise, despite an increase of about 27 per cent in the Consumer Price Index during the past decade. One illustration of this is given by Galarza, who spoke of a man who has been picking beans for 2c a pound for the last ten years.

The Commission's own budget for a single working woman rose 27.6 per cent between October, 1950, and January, 1959, to $2,557.74, an amount far in excess of earnings being realized by women employed in California agriculture today. This is vividly brought home by Mrs. Nova's testimony. Although she and her husband were employed in field and shed for almost ten months in 1958, an unusually steady employment history for agricultural workers, their combined earnings for the year came to only $2,820.00. At the same hearing, daily wages of from $2.00 to $4.00 were reported by an 18-year-old and a 19-year-old with many years of experience (Beverly Wilson and Curtis Dixon).

The degree of inadequacy of the annual earnings of California's agricultural workers is suggested by the United States Department of Agriculture's data on the situation nationally. The 2,200,000 workers who were able to get at least 25 days of work on farms during 1957 received total earnings of $892.00. This amount included an average of $738.00 earned on farms and also includes all wages from non-farm work. These workers received an average of 144 days' employment, of which 125 days were worked on the farm.

Although we know of no similar data for California alone, it is probable that the average farm worker in this state fared somewhat better than his U. S. counterpart. The record compiled in this proceeding, however, provides very little basis for any estimate which would place such earnings in California anywhere near the Commission's minimum budget.

Mrs. Rose Alonzo's testimony in Stockton illustrates the point. The Alonzo family found conditions too difficult in San Joaquin County and moved to the more attractive employment to be found in Santa Clara County. The entire family worked on a prune ranch for 8 weeks, 7 days a week, and averaged 8½ hours a day, except for the head of the family, who was so employed for only 5 weeks. Aside from the parents, the workers in the family included four daughters, aged 16, 12, 10, and 6, as well as a 4-year-old son. Their earnings over this two-month period

came to a total (including bonus) of $733, or an average of less than 25c an hour.

Mrs. Alonzo's comments on the bonus system employed here are revealing. The bonus, to be paid only if the family stayed on for the entire harvest season, consisted of a withholding of $3.00 a ton from the family's earnings on prunes already harvested.

In a number of situations, wage rates have actually declined during the past decade. A brief sampling of worker testimony in these hearings illustrates this latter point:

(1) Mae McMullen testified at the Stockton hearings that when she first came to California 13 years ago, wages in berries and carrots were good. She stated that wages have since gone down to the point where they now make from $1.50 to $3.50 for a full day's work.

(2) F. L. Branch reported at the same hearing peach picking rates have fallen from as high as 18c a box a few years ago to a top of 15c last year.

(3) Lilly May Gordley said at Stockton that in 1957 or 1958, carrot pickers were paid 12c for a three-fourths full 100 lb. capacity sack. At the beginning of this year, the sack had to be completely filled to earn 12c. This amounted to a 25 per cent cut. She also testified that she was forced to lift and carry these 100 lb. sacks. For a full day's work she earned anywhere from 3.00 to $4.00 a day. She found such earnings to be about average in carrots. In onions, earnings of $4.00 to $5.00 for a full day's work were the pattern.

(4) Joe Gunterman in the Marysville hearing related the experience of a peach picker who was earning 14c or 15c a box. A crew of Mexican Nationals were brought into the orchard and the price immediately dropped to 12c a box.

Mr. Gunterman also pointed out to the Commission that a peach season lasting six or seven weeks" does not mean steady employment throughout that period. He indicated that workers are more likely to have perhaps 24 days of work during that period. Gunterman stated this may be followed by a five-week prune season, which may yield about 21 days of actual work. If the worker follows this by working in the walnut season, from which he can expect to realize about 30 days of employment, he has worked through five months of the peak activity period and earned a grand total, liberally estimated by Gunterman, of $915.00.

Examples of such experiences could be extended indefinitely were the Commission in a position to interview workers individually. The reasons much more worker testimony does not appear in the record were well summarized by Bard McAllister at the Fresno hearing:

(1) Very few workers knew of the hearings;

(2) the expense involved in participating were prohibitive for them; and, most importantly,

(3) fear of jeopardizing future employment.

Growers Arbitrarily Set Wage Levels

Grower testimony makes abundantly clear the unilateral nature of the wage rate determination process. A piece work rate yielding about $1.00 an hour for adult males would appear to be the most frequent level decided upon by the growers in California's highest paying areas and crops. A clear example of this was provided in the Santa Rosa hearings by prune grower Wililam A. McCutchan, who stated: "We try to pay a piece rate that will enable the average adult picker to make day wages, which has been $1.00 per hour for the past few years."

The Stockton hearing provided similar testimony from Thomas C. Coulson: "In the pricing of box picking on peaches we usually arrive at around a 12c price, which will guarantee a man about $1.00 or $1.10 an hour, maybe more than that if he is extra efficient." It must be borne in mind, however, that the general level of farm wages drops off progressively as we go farther south in the state.

The essential outlines of the chaos and insecurity created in the farm labor market, setting the stage for the large growers' ability to administer wages in much the same manner as large industrial corporations administer prices, are suggested in the Stockton statements of Vera Jiminez and Dora Hernandez. They demonstrate the displacement of domestic workers, speed-up and wage-cutting functions the growers have developed from the imported labor programs. The presence of this unique instrument for the complete destruction of the bargaining power of the workers throughout an entire industry makes the need for Commission action

much more pressing than it was in any industry where its authority has already been asserted.

The record is heavily laden with testimony from both workers and growers as to vastly substandard wages paid to women and minors in California agricultural employments. As in the case of Mae McMullen, the rate appears to fall below 25c per hour for adult women at times. Grower testimony itself only infrequently suggests instances of employment of adult women at as much as $1.00 per hour.

Some Grower Testimony on Wages Misleading

Several observations need to be made with respect to some of the more glowing grower reports of wages earned. For example, the report of Norman Liddell that several of his top families employed harvesting figs averaged about $267.00 a week for five weeks appears quite impressive at first glance. Upon closer scrutiny, however, we find that there was an average of 8½ workers in these families and that they worked about 15 hours a day, 5½ days a week. The average wage in this prime example of farm labor prosperity turns out to be about 40c per hour.

The growers have pridefully pointed to the obviously rare cases at their command where a worker was able to earn $1.50 to $2.00 per hour. This pathetic level of compensation for California agriculture's most industrious and highly skilled workers hardly requires any comment. We would only like to remind the Commission that even these earnings are possibly exaggerated in that they may reflect the pooling of the production of minor members of the family with that of a parent. It will be recalled that many growers testified that this practice was followed in their operations. It is also noteworthy that there is very little, if any, testimony in the record from workers as to earnings in this range.

Some of the growers' statements attempt to make a virtue of the fact that earnings of local and migrant women are in the class of "pin money." It is as though these women actually prefer this type of compensation rather than wages comparable to those received in other occupations. It seems to be implied that "pin money" earnings attract women and minors to the industry. In truth, the effect of such low wages is quite the opposite. Were wages and benefits in agriculture comparable to those in other industries, it is difficult to estimate the growth in the domestic farm labor force which might take place. It is, however, more easy to predict the beneficial effects on family life and safety, and the nipping of juvenile delinquency in the bud, were wages such that mothers would be relieved of the economic necessity of working and enabled to care for their younger children.

The growers have spoken of a $1.15 average hourly wage rate paid in California as compared with lower rates in most other portions of the country. The first thing to note about this composite hourly wage rate, which is issued by the U. S. Department of Agriculture, is that it excludes the piece workers who comprise the great bulk of the people with whom the Commission is here concerned. At the same time, it includes supervisory personnel, skilled equipment operators, and year-around employees.

Beyond that, the $1.15 figure applies to the Pacific states as a group and the California rate as of July 1, 1959, is only $1.136 compared to $1.214 for the state of Washington.

This statistic is highly misleading in other ways. It reflects the alleged value of any perquisites that may be furnished to the workers who are encompassed in this statistical grouping. One such perquisite would be insurance coverage which may be enjoyed by such workers. Grower Albert E. Werz apprised the Commission during its Santa Rosa hearings of the value of such insurance, placing its cost at $3.69 per $100.00 of wages earned. Evidently, related USDA farm wage statistics, which apply to those situations where housing is provided the worker, are also appreciably padded. In this respect, C. E. Herrick testified before the Commission in Santa Rosa that the cost to the employer of this perquisite averaged 25c for every hour worked by the employee.

Farm Labor Far From Unskilled

The low wages paid women and minors are hardly due to any lack of ability on their part. The Stockton testimony of berry grower Carl W. Muller is most instructive in this respect. Mr. Muller stated: "Why employ women and minors? Obviously the nature of berry picking requires perceptive eye and nimble fingers for greatest efficiency.... It has been our observation that women and minors who really apply themselves are more efficient than the average type of man who usually engages in this type of work, and, of course, we all recognize the exceptions."

In his Fresno statement, grower R. C. McInturf speaks of the particular value of women and minors in the harvest of shipping grapes due to the extreme care required. Similarly, he finds such workers well adapted to the rolling and boxing operations in raisins. Other growers have testified as to other crops to which women and minors are especially well suited.

There are other acknowledgments of the skills involved in farm labor, in one form or another, by the growers themselves. One expression of it came at the Stockton hearing from cling peach producer Bill Carson, who stated: "We in our pruning season attempt to use the male workers, and we find that is a job requiring a skill developed over a few years. A man can't walk out the first year and expect to do a good job of pruning."

Perhaps the most significant comment we have seen on the subject of the relative skill of farm labor came in February of this year before a hearing sponsored by the National Advisory Committee on Farm Labor in Washington, D. C. The author was John M. Seabrook, the head of a New Jersey fruit and vegetable farm and processing company, which we understand farms some 50,000 acres and pays a minimum wage of $1.50 an hour to its several thousand unionized field workers. Seabrook stated:

"Now, we hear a lot of talk about the fact that farm workers aren't skilled. I deny this. I think, actually, that the average farm laborer requires a great deal more skill and a much wider range of skill than the average industrial laborer does. Conditions on a farm are such that the job content changes constantly. You can't break a farm job down into a series of repetitive, easily supervised operations—like you can a factory job. I'm an engineer; I've run quite a few factories and I've run quite a few farms. I've never seen an honest job evaluation that didn't come to the conclusion that the farm job ought to be paid more than the factory job. So, if you want to talk about equal pay for equal work, or something of that kind, I don't think there's any question but what the farm job ought to be paid considerably more than the industrial job."

Minimum Wage No Threat to Employment of Women and Minors

Many of the grower spokesmen have threatened that any real regulation of wages and working conditions of women and minors in agriculture would result in termination of their employment. It is important to bear in mind that these same spokesmen were at precisely the same moment loudly reiterating their age-old cry of a severe shortage of farm labor in California to other governmental bodies and the public, where their aim was securing greater quantities of imported labor. The Commission might well ask with whom they intend to replace women and minors presently employed in their operations. The only conceivable replacements under present conditions would be temporarily imported aliens primarily from Mexico. Since displacement of women and minors in such a manner would be illegal under Public Law 78, and any attempts in this direction would be fought by organized labor, the Commission cannot permit any threat of wilful law-breaking to influence its rulings in this proceeding.

Nonetheless, the confident manner in which this spectre has been projected indicates the facility with which the growers have manipulated this statute in the past. Since such manipulation in the future would continue to bear heavily upon the working conditions and the very employment opportunities of women and minors, we feel it appropriate to suggest that an agricultural wage board consider dealing with such possible violations of domestic workers' rights by setting forth punitive measures adequate to prevent such violations of the law, including provisions for payment of any lost wages which might be incurred by workers so discriminated against.

Although this hearing is not the time to advance suggestions as to the nature of orders which should be considered by an agricultural wage board, the workers' frequently voiced contention that minimum wage orders would necessarily displace women and minors from farm employment requires one further comment. Without necessarily committing ourselves to a specific formula, we would like to point out a precedent in the Commission's history whereby an order applying to cannery workers provided for piece work rates which would assure at least 90 per cent of the covered workers earnings at least equal to the hourly minimum. Such a formula, relating piece rates to an hourly minimum, could perhaps be promulgated for women alone. Although it might exclude minors from a flat hourly minimum in view of the usually lower level of productivity of children, thereby safeguarding their employment opportunities, it would have the virtue of tying the piece work rates of minors to those found neces-

sary for an adequate level of living for women.

State Minimum Wage Poses No Insurmountable Problems to Growers

Some California growers' organizations, when appearing before state legislative and administrative bodies, profess no objection to a minimum wage, provided it is on a rational basis. A state minimum wage is alleged on such occasions to represent insurmountable problems in terms of regional competition. The hypocrisy of this position is clear from the bitter opposition these same groups continue to voice regarding national legislation along these lines in federal hearings.

We consider it vitally important to point out that if considerations of possible regional advantage are to become the primary consideration, it unquestionably means that neither state nor federal minimum wage legislation will ever be enacted for these workers. One of the primary arguments made against enactment of a national minimum wage law is that it would allegedly work a hardship upon producing areas which presently survive in the agricultural picture by the payment of wages even below those prevailing in California. If this nation and state are to continue to embrace some minimal standards of human justice and dignity as a serious factor in our labor relations policies, then we can tolerate no further hesitancy regarding the application of such standards to the farm labor force.

California agriculture will, when it is prodded into it, bring about the needed adjustments and efficiencies to counter higher labor costs. Our state's agriculture already has a number of advantages on its side. It enjoys the second highest average net income per farm in the nation. It is blessed with a beneficent climate which will continue to enable California to lead the nation in agricultural production. Although a decent minimum wage law for women and minors might jeopardize the survival in California of a few of our several hundred crops, this consideration cannot begin to justify the perpetual continuation of low wages. For that matter, it would not be fatal to the affected growers in that they can and do switch to other crops when economic conditions so dictate. It might also have the desirable result of causing California farmers to spur their congressional delegation to use its leadership and bargaining power to win a national minimum wage.

Agricultural producers have still another alternative for adjusting to any increase in production costs resulting from higher wage levels. This most potent alternative is that of doing something about the price they receive for their commodity. Unquestionably, it would be easier to maintain profit levels by continuing the process of further degrading the living standards of those who provide the labor for their operations than by coming to grips with their production, marketing and price problems.

The possibility of adjustment by the growers at the price end of matters is clearly seen in a portion of the remarks of Fred Heringer at the Marysville hearing. This grower observed that the price he receives for his tomatoes is $20.00 to $22.50 a ton of which $10.00 goes for labor. To the canners, however, this same ton is worth $100.00, while at the retail level consumers pay $250.00 for it. It is difficult to imagine an impact on the tomato growers of any wage increase resulting from the issuance of an order by the Commission which could not be easily overcome by a bit of concerted effort on their part with the canners.

There is not the slightest basis for entertaining any hope that considerations of morality or justice will cause the growers to voluntarily abandon the easy approach in favor of the immediately more difficult line of attack. As with other employer groups, they will move in such directions only when society firmly rules that a decent wage must be paid for a decent day's work.

The likelihood of significant regional disadvantage resulting from a minimum wage for women and minors in California agriculture, even if no possibilities of adjustment were present in the crops in which they were employed, strikes us as highly exaggerated in view of the percentage of U. S. production of such crops coming from California in 1957. From 90% to 100% of the nation's entire production of dried figs, dates, almonds, grapes, lemons, olives, plums, dried prunes, walnuts, artichokes, and Brussels sprouts came from California. The state accounted for 89% of U. S. apricot production. From 52% to 82% of U.S. production of honeydew melons, lettuce, tomatoes, celery, canteloups, broccoli, asparagus, avocados, peaches and pears came from our state. Half of the remaining fruits and vegetables produced in the state accounted for at least one-fourth of the national volume.

There are other factors which strengthen our belief that the threat of regional disadvantages has been inflated completely out of proportion by grower testimony. One such consideration is that in commodities such as lettuce our climatic conditions have created a situation whereby we have a virtual monopoly on lettuce production in the nation through the major portion of the year. A minimum wage order is hardly likely to transform New York or Oklahoma into lettuce producing areas in the dead of winter.

Minimum Wage Would Improve Small Farmers' Competitive Position

It is also our belief that the competitive position of the small farmer in California would be significantly improved if the large scale farms which are heavily dependent upon hired labor had to pay higher wages. Some most telling statistics in this regard were issued in August of this year by Secretary of Labor James P. Mitchell. The Secretary's Migrant Farm Labor Fact Sheet reported:

"Approximately 5% of the farms in the United States spend $2,000 or more per year for hired labor. These farms paid more than 70% of the total farm wage bill for that year.

"Forty-one percent of the farms in the United States spent from $1.00 to $2,000.00 per year for hired labor in 1954. On these farms more than 50% of the labor is usually performed by the farm operator and the members of his family.

"Fifty-four percent of the farms in the United States do not hire any labor at all. On these small farms, all the labor is performed by the farm operator and the members of his family.

"While farmers with a cash expenditure for hired labor of $2,000.00 or more account for only 5% of the nation's farms, they contain—28% of land in farms and 18% of the total crop land . . . 47% of all land in orchards . . . 37% of the cotton . . . and produced 62% of the vegetables harvested for sale.

"Farms which spent $2,000.00 or more for hired labor each year have, according to the Department of Commerce, 'considerable resources.' These are the farms which hire the majority of seasonal farm workers."

We would again like to call the Commission's attention to John Zuckerman's frank statement made during an address to the 31st annual meeting of the California State Chamber of Commerce in December, 1958. This prominent grower at that time took cognizance of the fact that the "return that small farm operators and members of their families receive for their own labor is related to wage levels paid on commercial farms."

Compelling Legal and Moral Need For Creation of Wage Board

The Commission has heard testimony that women and minors constitute as much as 80% of the farm labor force in certain crops. Precise statistics on the composition of this work force in California by sex and age are not available. It would seem reasonable to assume that they would not vary too greatly from the national proportions, particularly if allowance were made for the additional members who would enter the work force if some standards of d e c e n c y were adopted. USDA's analysis of the U.S. farm labor force indicates that there were 1,197,000 women employed out of a total of 3,962,000 hired farm workers in 1957. There can be no question as to the propriety of the Commission's exercising its jurisdiction over agriculture in this respect.

In previous testimony, the California Labor Federation, AFL-CIO, has extensively set forth its views as to the legal and moral obligations of the Commission to the women and minors employed in agriculture. Careful study of the record in this proceeding has served to greatly strengthen our convictions as to the inescapable need for the creation of an agricultural wage board. Such action is particularly appropriate in view of the fact that similar steps have already been taken in areas where conditions were infinitely better. The Commission's investigation has developed overwhelming proof as to the utter inadequacy of wages paid to women and minors in California agriculture when measured against its own minimal standards of proper living. The investigation has demonstrated conclusively that earnings, hours and conditions of agricultural labor are prejudicial to the health, morals and welfare of these workers and their families. Having thus completely satisfied the requirements of Section 1178 of the California Labor Code, the specific mandate of the law must now be observed through the earliest possible selection of a wage board.

Such action would permit California to begin to take its rightful place among other enlightened states, including at least Wisconsin, Hawaii and Alaska, which

have already extended minimal protections to farm workers either by statutory action or through executive order. It is our sincere belief that the growers themselves have as much to gain by the development of a prosperous and stable domestic farm labor force as has the rest of the community.

In closing, we would like to express our deep appreciation for the Commission's courage and demonstration of responsible leadership in calling and conducting this series of hearings. We are certain that in so doing we are reflecting the sentiments of our rank-and-file membership and of the public-at-large which have been deeply stirred in recent months as a result of its growing comprehension of the situation.

By a vote of three to two, the Commission approved a motion to establish a wage board for women and children in agriculture. Voting for the motion were Chairman John W. Quimby, and Commissioners Mae Stoneman and Frances Larsen. Commissioners Daniel E. Koshland and Virginia Allee opposed the creation of a wage board.

Under the statutory authority of the Commission, the wage board was therefore required to make recommendations to the Commission on:

(a) A minimum wage "adequate to supply the necessary cost of proper living to, and maintain the health and welfare of women and minors" in agriculture.

(b) The number of hours of work per day "consistent with the health and welfare" of women and minors employed as farm workers.

(c) The standard conditions of labor "demanded by the health and welfare" of women and minors.

After this historic decision was made, no further action was taken until early in January, when a seventeen-member wage board was appointed by the Commission. Selected to head the board, composed of eight employer and eight employee representatives, was Daniel G. Aldrich, Dean of Agriculture at the University of California, who was the recommendation of big-farm groups. The Federation protested Dean Aldrich's appointment on the grounds that the chairman of such a board must be acceptable to both sides, and since he must be impartial, no interest group was in a position to make a recommendation. Unfortunately, our protest was to no avail.

The following are the employee and employer representatives designated by the Commission, together with three alternates on each side.

Employee Representatives: Hector Abeytia, Organization Advisor, Mexican-American Education Committee, Sanger; Mrs. Dolores Huerta, Field Representative, Stockton; Helen L. Hardeman, Business Representative, United Packinghouse Workers, Salinas; Joe Ollman, Director, District 4, United Packinghouse Workers, Los Angeles; Mike Elorduy, Secretary-Treasurer, Cannery Workers, Sacramento; Clive Knowles, International Representative, United Packinghouse Workers, Los Angeles; Connie Wilson, Field Representative, Indio; Norman Smith, Director, AWOC, Stockton.

Employee Alternates: Mrs. J. C. Walker, Field Representative, Modesto; James Murray, Attorney, San Francisco; Ernesto Galarza, Vice President, National Agricultural Workers Union, San Jose.

Employer Representatives: Steve Pilibos, Grower, Fresno; Dick Markarian, Grower, Fresno; William J. Thornburg, Jr., Thor Packing Company, Holtville; Melvin W. Johnson, Johnson Ranch, Watsonville; Herman J. Gerdts, Vice President, San Jose Production Credit Association, San Jose; Norman Liddell, Grower, Fresno; Jack Singer, Grower, Claremont; Mrs. Emmet T. Frye, Grower, Yuba City.

Employer Alternates: Berge Bulbulian, Farmer, Fowler; W. S. Breton, Grower, Morgan Hill; R. Keith Mets, Farmer, Holtville.

The agricultural wage board has held several meetings, but to date no order has been issued.

Federal Minimum Wage

Although Secretary Mitchell openly advocated minimum wage protection for migrant farm workers at a conference sponsored by the Catholic Council on Working Life, held in Chicago last December, neither the Administration nor Congress has shown any inclination to support this position. In the final days preceding the recess of Congress for the political conventions, even labor-backed compromise minimum wage legislation was killed by a conservative coalition of House Republicans and Southern Democrats in favor of a watered-down version, much weaker even than the inadequate Administration proposals. Prospects for much improvement in the minimum wage bill that may be passed when Congress reconvenes in August are not bright; prospects for extending coverage to farm workers are nil.

Extension of Public Law 78

When the war ended and, with it, the ending of the need for the importation of foreign farm workers, organized labor demanded the termination of the program. The strength of our demand was exceeded by the determination of the growers to retain the program, a determination which grew as the growers learned to exploit it to their advantage. Nevertheless, our demand was reiterated ever more strongly each time the renewal of the program has come before Congress. With the law due to expire in 1961 and with renewal certain to be considered in 1960, protests, criticism, and proposed improvements if the program were to be continued began to appear as early as the autumn of 1959.

Imperial County Labor Coordinating Committee

In October, 1959, the Imperial County Labor Coordinating Committee issued an open statement to the press, depicting the devastating effect of the mass importation of Mexican Nationals on domestic workers in and out of agriculture in the area, as well as the brutal exploitation of the braceros themselves, and the brazen violations of Public Law 78.

The committee, composed of various labor organizations in Imperial County and endorsed by the California Labor Federation, has sought to mobilize community support for proper enforcement of Public Law 78, under which Mexican Nationals are being exploited and domestic labor displaced.

In its statement, the committee said: "We find that in the building trades they are being used to do painting, carpentry, plumbing, electrical work, tractor driving, common labor, etc.... in the culinary end, Mexican Nationals are used to do the cooking in the camps, in many instances, contrary to Public Law 78, at 70 cents an hour."

In a report to the public, the committee added:

"We find, further, that these Mexican Nationals are fed on the farms and are charged $1.75 per day for room and board. In too many instances, in checking through this procedure, we find that the average cost of these meals is approximately 69½ cents per day. We have further evidence that the farmers' associations and individual labor brokers have made enormous profits from the feeding of these people.

"There is a practice, for instance, where they will employ 200 laborers, use 100 today and lay them off, and then use the other 100 tomorrow—but the 200 still pay the $1.75 per day for board and lodging.

"There were a number of housewives in the various areas who made a living by furnishing board to these men. These women have now gone out of business because the farmers put a stop to the bracero leaving the farm, as the bracero who violates this 'stop order' goes back to Mexico."

Further evidence of abuse was advanced as follows:

"There is another grave abuse where we find commissaries on the farms where they sell commodities such as overalls, shoes, hats, confectionery, drinks, etc., and in some instances, beer. The bracero is charged prices far above the regular market price. The bracero does not get off the farm, so naturally, he buys his commodities at these commissaries. They have what we could consider a check-off system, as these purchases are deducted from his wages. We have photostat copies of checks that have been issued, after deductions, for as little as $.05 and $.10 for a week's work.

"These procedures regarding the selling of commodities and feeding on the farm and not allowing the bracero to go into town to make purchases or eat in restaurants, etc., outside of the farm, means that the local merchant is deprived of that business from the bracero, even though his wage is only 70 cents per hour. This also affects employment in general.

"There is another abuse regarding the insurance companies, who charge the bracero so much per month for medical treatment. The general age of the bracero is between 18 and 35 years, which is the prime of life; and of course that means that he does not need as much medical attention as those in an older age bracket. Also, he is frequently attended by office help and not by doctors. This doctor situation is one that goes beyond the imagination, as there are not enough doctors assigned by the insurance company to take care of the sick, for thousands are assigned to one doctor. The bracero is denied the choice of doctors; does not, in many instances, have an opportunity to read over what his rights are between himself and the insurance company; and of course, being of foreign nationality, he is not fully apprised of his rights."

The Imperial County Labor Coordinating Committee has been doing extremely valuable work in an area of the state where exploitation of all workers, but especially

of the farm workers, has long been notorious. The committee has the endorsement, support and gratitude of the California Labor Federation, and we urge similar support from all segments of organized labor in the state.

Secretary of Labor's Special Committee on Farm Labor

In November of 1959, a special committee set up to study Public Law 78 made its report to Secretary of Labor Mitchell. Serving on the committee were former U. S. Senator from Minnesota Edward J. Thye; Msgr. George G. Higgins of the National Catholic Welfare Conference; Glenn E. Garrett, head of the Good Neighbor Commission and the Texas Council on Migrant Labor, and USC Chancellor Rufus V. von Kleinsmid.

Terming its recommendations "minimal in nature," the committee asserted that, in themselves, they would neither bring about substantial improvements in wages and working conditions nor solve the problems of agricultural manpower. At the same time, the committee emphasized that its recommended improvements were so urgently needed that they should be made conditions for the temporary renewal of the imported farm labor program.

The committee reported that in some cases U. S. farm workers had their working season shortened; had been deprived of job opportunities, and their wages and earnings had been held down by the annual importation of 500,000 Mexican workers.

The report indicated that Mexican Nationals are being used increasingly in year-round and skilled occupations contrary to the original intent of the law.

"Public Law 78 does not limit employment of Mexicans in terms of skills, and in recent years there has been an increasing tendency to use Mexicans in semi-skilled and skilled occupations," it noted. "In addition to those employed as tractor operators and ranch hands, thousands are engaged in skilled and semi-skilled jobs."

Wages in activities employing Mexicans were found to have lagged behind those for farm work generally. The study confirmed a tendency by farmers hiring imported workers to pay even less to domestics than is paid by those using American workers only.

In some areas, the committee found domestic workers paid 35 cents and 40 cents an hour for chopping cotton on the same farms where Mexican workers received their contract minimum of 50 cents an hour.

Under the law, imported workers may be used for any commodity deemed "essential." Nevertheless, Mitchell's committee noted: "Since the inception of the law, however, the Secretary of Agriculture has not exercised his discretion to declare any commodities non-essential, even those which are in surplus supply and heavily subsidized. More than 60 per cent of all Mexicans employed at peak seasons work in crops which are in surplus supply."

The study group found that in cotton, which employs about one-half of the Mexicans, 75 per cent of the cases showed wage rates unchanged or reduced over the period 1953-58.

It was also pointed out that one of the reasons domestic workers often did not make themselves available for farm work was that their conditions of employment were less satisfactory than those offered foreign workers. Imported workers are given guaranteed employment and free transportation, housing and occupational insurance.

The committee's "minimum safeguards" were contained in the following recommendations:

1. The law should clearly confine the use of Mexicans to necessary crops in temporary labor shortage situations and to unskilled nonmachine jobs.

2. The Secretary of Labor should be authorized to establish wage rates for Mexicans at prevailing levels in the area or in the closest similar area for like work, and at no less than a rate necessary to avoid adverse effect on domestic wage rates.

3. The Secretary should be authorized to insure active competition among employers for the available supply of U. S. workers by being empowered to refuse to certify employment of Mexicans unless (1) employers have first made "positive and direct recruitment efforts" to obtain U. S. workers, (2) employment conditions offered are equal to those provided by other employers in the area who successfully recruit and retain U. S. workers, (3) U. S. workers are provided benefits equivalent to those given Mexican Nationals, and (4) employers of Mexicans offer and pay U. S. workers wages which are not less than those paid to Mexicans.

4. The Secretary should be empowered to set up standards for judging adverse effects resulting from employing Mexicans based on wages, earnings, and employment trends and levels.

5. A tripartite advisory group composed of members from management, labor, and the public should be established to advise the Secretary on the Mexican farm labor program.

Fight Against Gathings Bill

Despite the recommendations of the Secretary of Labor's special committee, despite the incontrovertible evidence that farm labor protections were vitally needed, the Federation found itself in March battling not only against grower-inspired proposed changes in Public Law 78, but against the farmer-dominated Subcommittee on Equipment, Supplies and Manpower of the House Committee on Agriculture, whose chairman, Representative E. C. Gathings (Dem., Ark.), was attempting to ram through a grower-favored extension of the farm labor importation program on short notice, and without full hearings.

The three bills then before the Gathings subcommittee contained amendments designed to accomplish the major objectives of the American Farm Bureau Federation, as follows:

1. To remove the established authority of the Secretary of Labor to regulate conditions of employment for domestic farm workers.

2. To require use of Department of Agriculture rather than Department of Labor reports as criteria for wage adjustments involving domestic versus Mexican workers.

3. To require determination by both the Secretary of Agriculture and the Secretary of Labor as to whether the Mexican program has adverse effects on domestic farm labor.

Charging that passage of these bills would represent a complete victory for the large farm owners, and a defeat for those who have sought to establish and protect the rights of farm workers, your secretary immediately wired Representative Gathings that the profound implications of Public Law 78 for California demanded that full hearings be scheduled in this state before the subcommittee's recommendations were formulated. Further, because of the short notice of the hearings, your secretary asked that an additional thirty days be granted the California Labor Federation for the purpose of developing a full statement of position on the issue.

Copies of this telegram were sent to each member of the California delegation in Congress, urgently requesting their active assistance to obtain the scheduling of full scale hearings in California, where the full magnitude of human exploitation that has taken place under the Mexican National program might be observed.

The hearings began, however, as scheduled. Appearing before the committee, the AFL-CIO's Director of Legislation, Andrew J. Biemiller, reiterated our demand to end the exploitation of farm workers, urged a complete overhaul of the program if it were extended even temporarily, and finally, if any extension measure were to be passed, recommended that it be a minimum protection bill by Representative George McGovern (D., S.D.).

The various grower-endorsed proposals were combined by the committee in one measure, known as the Gathings bill, providing a two-year extension of the Mexican farm labor law and giving the Secretaries of Labor and Agriculture joint authority over the bracero program. This measure, which was cleared for House debate at the end of May, was approved by the Administration through Secretary of Labor Mitchell, who also protested the unnecessary hurry to rush an extension bill through Congress at this session, since action on the matter could very well wait until the 1961 session. The Agriculture Committee gave up the fight on the Gathings bill on June 21 in favor of another providing for a simple two-year extension of the program, which was passed by voice vote on June 29 and sent to the Senate, where it is awaiting the reconvening of Congress in August.

Debate on the bill centered almost entirely on attempts to write into Public Law 78 provisions that would permit closer regulation of the bracero program by the Secretary of Labor to the end that domestic farm workers would not be deprived of employment through the importation of close to half a million Mexican farm workers every year and the resulting depressed working conditions. Chief spokesman of the groups favoring such amendments was Representative McGovern, but all efforts in this direction failed. The fight has therefore moved to the Senate.

Joint U. S. - Mexico Trade Union Committee

While the House was debating the extension of Public Law 78, international trade union unity on principles was being demonstrated at the sixth conference of the U. S. - Mexico Trade Union Committee, held in Brownsville, Texas, and in the nearby Mexican city of Matamoras. The conference unanimously adopted a six-

point statement of policy on the Mexican farm labor import program. In addition, the Mexican labor movement reaffirmed its declaration that its members have no desire to displace U. S. farm workers or to undercut their wages when braceros enter this country to work on farms.

The policy statement:

(1) Urged President Eisenhower to veto pending legislation sought by growers' associations to take administrative control of the program from the Secretary of Labor.

(2) Called on the U. S. Labor Department to tighten its procedures for certifying the need for foreign workers and for determining the prevailing wage in areas where they are to work.

(3) Demanded establishment of a minimum wage of "no less than $1 an hour" in the next agreement between Mexico and the U. S., which must be reached if the program is to go beyond next year.

(4) Asked "many times" the present number of Labor Department compliance inspectors and amendment of the international agreement to permit Mexican consuls to set up similar compliance staffs.

(5) Called for broader and increased insurance for both occupational and non-occupational sickness and injury protection.

(6) Condemned the U. S. Immigration and Naturalization Service for its continued issuance of "special" work permits under which Mexican workers cross the border to work on U. S. farms at substandard wages and without proper legal safeguards.

State Senate Fact Finding Committee

The State Senate Fact Finding Committee on Labor and Public Welfare, the so-called Cobey Committee, opened its hearings in November. These hearings were the result of a Senate resolution adopted during the 1959 session of the legislature, setting up a special committee to study "all facts relating to all phases of farm labor problems."

These first hearings were designed to permit selected groups, particularly government agencies, to submit background information as a preliminary to later, more detailed investigations. The California Labor Federation and other groups active on the farm labor front, such as the California Citizens Committee for Agricultural Labor, were scheduled to testify in January.

Appearing and/or presenting statements at the November hearings were officials of the California Departments of Industrial Relations, Finance, Agriculture, Employment and Public Health; federal government agency representatives; authorities on the entire subject from the University of California. But also present and testifying were representatives of the AWOC and of the growers' Farm Bureau Federation. The resulting clear delineation of the opposing points of view was impressive. Overwhelming evidence of the wretched condition of the farm workers, of unequal pay scales, even of violations of Public Law 78, was, for instance, blandly acknowledged by the Farm Bureau Federation's spokesman, Fred Heringer, who then proceeded to vigorously deny the need either for legislative action or the use of collective bargaining procedures to better conditions, offering instead, suggestions for "voluntary" improvements by the growers.

At the hearings before the fact finding committee held January 26-28, the following statement was presented by the California Labor Federation:

STATEMENT IN REGARD TO FARM LABOR PROBLEMS

The California Labor Federation, AFL-CIO, representing 1,250,000 members in all urban and rural areas of the state, is gratified by the serious concern demonstrated by the members of this Committee over the conditions of our agricultural workers. We deeply appreciate the opportunity to testify before you since we regard these problems as the most flagrant inequities affecting a major group of workers in the state.

The most accurate expression of the indignation felt by our entire membership over these conditions, as well as the priority we attach to legislative and administrative reforms in this area, is reflected by the Federation's statement of policy on agricultural labor. This policy statement was adopted unanimously at our second convention on August 10-14, 1959 in San Diego by 2,000 delegates elected by the rank-and-file of our local unions and central bodies. The sections of that policy statement relevant to this hearing are as follows:

Statement of Policy on Agricultural Labor

"(a) **The scandalous condition of agricultural labor demands . . . the lifting of the agricultural exemptions which have**

excluded these workers from virtually all the protections of federal and state socio-economic legislation enacted during the past 25 years.

"The cruel exploitation of two million agricultural workers who plant and harvest the crops which form the basis of the largest and most indispensable industry of both our state and nation is utterly without parallel in any other portion of our economy.

"The great wealth of California's corporation farms is built upon the incomparable poverty of the agricultural workers' families. Although most industries offering seasonal employment provide premium wages in order to maintain their labor force, earnings in California agriculture at times fall below 30 cents an hour while conditions of work are almost beyond belief. Beyond this, scandalous housing conditions and the lack of minimal educational, recreational, religious and other community facilities more often than not are the lot of these families.

"Farm workers are exempted from coverage of virtually all socio-economic measures enacted during the past twenty-five years, such as the minimum wage and unemployment compensation laws. They are excluded from protection by the labor laws which facilitated union organization in many industries once similarly depressed.

"These 'agricultural exemptions' are inserted in virtually every piece of legislation which could be of benefit to farm workers in such a free and easy manner as to suggest that corporation farms, a number of which are big enough to be listed on the New York Stock Exchange, are somehow different from corporate industry and are entitled to exploit their workers in a manner reminiscent of the nineteenth century.

"Organized labor, together with religious and other social action groups, has for years sought to alleviate the wretched conditions in agriculture. Due to these agricultural exemptions, however, no real inroads have been made into the problem.

"The moral, economic and social considerations involved are such that this nation (and state) can no longer defer action and must move quickly towards granting farm workers the dignity and equality under the law long enjoyed by practically all other Americans. The place to start is with the elimination of all the exemptions that have condemned farm workers to a position of second-class citizenship.

"Equally important is the need for imposing rigid curbs on the importation of foreign workers under conditions which have enabled the growers to drive domestic workers out of the industry by depressing wages to impossible levels (see section (b) of this statement).

"Because of the disorganized nature of the labor market in which migrant and other farm workers are employed, organized labor realizes that there is no simple solution to the entire agricultural labor problem. The many facets of the problem can be effectively dealt with only by an intensive approach, coordinated at all levels of government activity with labor, community groups, and cooperative farmers.

"A major objective should be to 'smooth out' the present haphazard work schedules and wages by developing a system of itinerary planning and registration. Such an obligation already rests with the U. S. Department of Labor under the Wagner-Peyser Act. This should be coupled with special programs put into operation to assure migrants essential community facilities. The Governor and his Department of Employment should see to it that at least as much energy is expended on rational development of the domestic farm labor force as is now expended in planning the utilization of foreign labor. We are pleased to note the action already taken by the Governor through the Department of Employment and the state's Attorney General to correct the abuses in the Mexican National program which have prevailed over the years with virtually no action being taken on the state level. The California Labor Federation takes this occasion to commend these bold actions in the face of the hostility of corporate farm interests who have controlled the importation program to date. . . .

"The situation is such that it caused the Eisenhower Administration's Secretary of Labor to say recently: 'The migratory farm worker will never take his place as a fully useful citizen, and never be able to successfully resist exploitation until, first, federal legislation guarantees him a decent minimum wage upon which he can build a decent and independent life; second, unless he has fairly continuous employment; third, until he receives the equal protection of all federal and state laws.'

"In spite of the admission of the urgency of these problems by just about everyone other than those who directly profit from this human misery, the state legislature saw fit to approve only a few limited measures which had the blessings of the corporate farm interests. Beyond this action, the legislature rejected every effort to improve the plight of agricultural workers that in any way ran contrary to the interests of the corporate farmer as represented by the Farm Bureau Federation and the notoriously anti-labor Associated Farmers. At that, the legislature's puny contribution to progress appears almost impressive compared to anything that has as yet been enacted by the current session of Congress.

"Aside from some of the remedial actions already suggested, organized labor underscores the importance of federal and state action along the following lines:

"1. Extension to all farm workers of the right to join unions of their own choice and machinery for acquiring collective bargaining representation.

"2. Extension of the minimum wage, unemployment compensation, and other socio-economic legislation to agricultural workers.

"3. Provision of adequate housing, education and community facilities.

"4. Provision of toilet and hand-washing facilities for field workers, now generally not available, . . . endangering the health of the farm worker and possibly of the ultimate consumer as well.

"(b) **Organized labor will intensify its opposition to the importation of foreign labor under conditions assuring growers an unlimited labor supply with which to depress wages and working conditions to such a point that domestic farm workers find it impossible to stay in the industry.**

"Public Law 78 was enacted as a wartime measure due to a genuine shortage of farm labor. Its extension beyond the war was a privilege conferred upon the growers, a privilege which has been so sorely abused that few parallels for such abuse can be found in our entire history.

"This law provides that temporarily imported workers can be used only where there is an actual shortage of labor, that they must be paid 'prevailing wages', that their employment must not adversely affect the wages and working conditions of domestic agricultural workers, and that in any event domestic workers have prior rights to employment. These intended protections have been so completely ignored by both farm associations and the government that the program has served the growers as though it had been written to their detailed specifications.

"Under this law, the 'prevailing wage' for the entire year is often set on the basis of a survey of wages being paid long before the peak harvest season. During such slack periods, growers can easily obtain desperate farm workers at wages so low that in some instances the grower finds it more profitable to use hand labor than his machinery. Having succeeded in establishing the official 'prevailing wage' at a level utterly unacceptable to most farm workers, they have set the stage for a governmental pronouncement that a shortage of domestic labor exists and justifies the entry of imported workers.

"For government agencies charged with safeguarding domestic workers' conditions to use such artificial circumstances as the basis for depressing wages, working conditions, domestic employment and small business in our rural communities is the grossest miscarriage of justice. Indeed, such a procedure is precisely opposite to the pattern in all other industries where the terms of employment are determined when activity is highest and the relative supply of labor is shortest.

"Although farm wages never were even close to being adequate, part of the destructive effect of this program can be seen from the fact that the ratio of wages received by hourly paid farm workers has fallen from 54% of those paid to factory workers in 1948 to about 46% recently. The irony of this can perhaps be best understood when it is borne in mind that this deterioration took place at a time when severe shortages of labor were claimed to have existed. This is perhaps the only instance in the world's history when a shortage of labor has defied all economic laws by precipitating drastic cuts in wages and working conditions.

"It must be made clear that organized labor has no objection to the importation of workers for agricultural labor if there is a real shortage of labor, and if adequate protections for both domestic and foreign workers exist. It does object, however, to methods which have given growers a blank check as to what they will pay and the number of workers they will import. It strenuously opposes a program whereby workers brought into the country, usually on six-week contracts, can be dispatched back to Mexico at the slightest whim of the grower. Impoverished workers, employed with a constant threat of arbitrary

deportation hanging over their heads, are in no position to exercise their 'rights' to file a complaint if they have a grievance, let alone to start any union activity.

"Congress has been completely indifferent to extensive documentation of widespread and flagrant violation of the letter and the spirit of Public Law 78, ranging from serious short-changing of the bracero's pay envelopes to food and housing unfit for humans for which they are charged exorbitant amounts. One partial solution, that of providing more funds to enforce the program, has been repeatedly rejected by Congress, so that today, with half a million Mexican Nationals entering the country annually, the compliance staff is even smaller than at the very beginning of the program. This callous attitude towards our solemn pledge of enforcing labor contracts is an open mockery of our own agricultural workers and of the Republic of Mexico as well. It has hardly enhanced the prestige of the American people with Latin America.

"Small towns in many of our rural areas have also suffered severely by the destruction of purchasing power of the migrants and local farm workers who have been displaced by imported labor housed and fed in labor camps from which growers themselves often extract additional and substantial profits. The AFL-CIO Agricultural Workers Organizing Committee's director has reported that the displaced domestic workers have become a reservoir of cheap labor for use in industry and agriculture under conditions designed to break down trade union standards. He points to examples of auto parts manufacturing concerns and textile plants moving into valley areas to exploit this situation. . . .

"Another extremely important consequence has been the vastly increased ability of the corporation farms to squeeze out family farmers whose livelihood depends primarily upon the value of their families' labor. The cheap labor utilized by the large-scale farm becomes, in effect, the ceiling on the earnings of the small farmer. It is pertinent to note that many hundreds of thousands of family farmers agree with this analysis of their competitive predicament. The continuing wholesale elimination of family farmers due to this type of pressure has forced them onto an already saturated urban job market, thereby aggravating the nation's unemployment problem and serving as a brake upon labor's collective bargaining gains.

"Other corrective legislative and administrative measures which are badly needed include:

"1. Establishment of the right of representatives of labor to participate fully in the making of governmental decisions regarding 'availability of domestic workers' and 'prevailing wages', a right which has been enjoyed exclusively by the growers throughout the history of the importation programs.

"2. Free access of the public to all information concerning the bracero program, a program which is a public function and radically affects the interests of domestic farm workers, family farmers, and local business.

"3. Creation of a tri-partite commission representing farmers, labor and government to receive, investigate and prepare recommendations upon reports of adverse effects on wages and working conditions resulting from the abuse of the importation programs.

"4. Intensive investigation of all foreign contract programs as to their effect on wages, working conditions, and displacement of domestic workers.

"5. Establishment of the right of a crew of domestic workers to gain employment as a body on a ranch where braceros are employed.

"6. An end to the importation of other alien workers under provisions of the McCarran-Walter Act which deny these workers even the minimal protections extended Mexican Nationals under Public Law 78.

"7. Extension to domestic workers of all the contract guarantees given Mexican Nationals, such as the minimum number of hours to be worked each week.

"8. Adequate enforcement machinery and personnel to guard against violations of the rights of both domestic and imported farm workers."

Many of the proposals referred to in the Federation's statement of policy have to do with programs which could be initiated by action of the state legislature.

The record of these hearings already contain abundant testimony as to various types of inequities suffered by California's agricultural workers. It is therefore not our intention to burden the Committee with the time-consuming details of the many additional cases which could be cited in support of corrective legislation. Instead, we propose to discuss some of the matters which have proven to be

the most important roadblocks to such legislation.

Industrial Welfare Commission Hearings

Since the Industrial Welfare Commission last year carried out extensive hearings on farm labor matters, it does seem desirable to draw the Committee's attention to the record of those hearings and to mention only a few of the hundreds of instances of injustice that were reported by agricultural workers.

It was pointed out to the Commission that aside from the great disparity in wage levels, agricultural workers are also denied the many other benefits enjoyed by virtually all other workers. These include vacations with pay, health and accident policies, pension plans, unemployment compensation, holidays with pay, life insurance coverage, and premium pay for overtime or holiday work. They are often ineligible for state and local public assistance benefits due to residence requirements. Legislative protections and machinery implementing the right to join a union for the purpose of collective bargaining is also completely denied to this group.

The IWC was told of the commonplace hiring out of children as young as 7 years of age due to the family's low hourly and annual earnings. Mere infants were reported left in the care of only slightly older children or left unsupervised near heavy and dangerous machinery while their mothers labored in the fields. Youngsters were withdrawn from school because they did not have shoes to wear.

Various farm workers told the Commission of their experience with farm labor housing unfit for animals. There was extensive testimony as to the lack of drinking water, toilet and hand-washing facilities in the fields. Others related dishonest weighing or measuring of production on piece work operations. The Commission also learned of workers waiting long and unpaid hours between deliveries of produce or because of mechanical breakdown.

The Industrial Welfare Commission did receive a few glowing reports from growers as to the wages earned in their operations. Perhaps the most pretentious of these came from a fig grower who proudly related that several of his top families averaged about $267.00 a week for five weeks during the harvest season. Upon closer examination of this testimony, it was found that there was an average of 8½ workers in these families who worked about fifteen hours daily during 5½ days of each week. The average wage involved in this outstanding example of farm labor prosperity turned out to be about 40c an hour.

"Availability" of Domestic Farm Workers

Much has been heard from grower spokesmen as to the "unavailability" of unemployed workers, many of whom have experience in agriculture, for farm employment. Under existing conditions, it is undoubtedly true that many of them are in fact unavailable. But this "unavailability" must be viewed in its true perspective.

There are millions of workers, employed or unemployed, who are available for work in industries such as steel, construction, and the like. But what would happen to their availability to these industries if the federal and state governments adopted policies permitting importation of hundreds of thousands of workers from low-wage areas of the world for employment in these fields under conditions whereby such workers enjoyed none of the privileges and opportunities open to the usual immigrant?

What would happen to the availability of the half-million workers now employed in the steel industry if such an influx robbed them of their bargaining power and destroyed their wage levels, fringe benefits, working conditions and job security? How many of the nation's steel workers would be available to that industry if it were paying 85 cents an hour or less and if other conditions of work were comparable to those prevailing today in California agriculture?

The pious pleadings of farm association spokesmen as to the unavailability of domestic labor constitutes a most shallow hypocrisy which does not warrant the dignity of serious consideration by this Committee. It is obvious that the availability of labor to any industry is a direct function of the attractiveness of that industry's conditions of employment. It is equally apparent that if the growers were successful in reducing field worker wage rates to a maximum of 35 cents an hour, all of their present labor force—domestic and foreign—would quickly evaporate.

This is to say that the concept of domestic workers being "unavailable" for employment in this field is wholly inappropriate under circumstances where conditions of employment, as well as the very

opportunity for employment, have been debased by the maladministration of a law purporting to safeguard these standards.

A much more fitting concept would be that domestic workers have been extensively deprived of employment opportunities and earning capacity.

Until the procedures which make possible the distorted findings as to availability of domestic workers are made to conform with the law's intent, thousands of domestic workers will continue to be wrongfully and illegally deprived of a means of earning a livelihood which is rightfully theirs.

A major step towards undoing this long-standing damage would be the adoption of a prevailing wage determination formula which would recognize the existence of adverse effect. We see nothing unreasonable in a formula which would allow a percentage increase in farm wage rates since the start of the labor importation program in the same proportion as has taken place in the rest of the economy during that period.

Until the adverse effect in the area of wages is removed in some such manner, and unqualified opportunity for employment of domestics is extended, there can be no true measure of "availability."

The Farmers' Stake In Wage Levels

The principal rationalization historically for refusal to extend standard minimal protections to agricultural workers has been the belief that the economic improvement of farm labor must necessarily be at the expense of the small farmer. We are convinced that this consideration has loomed larger in the eyes of legislators than the combined importance of all other considerations.

If such fears do in fact still underlie any hesitancy felt by Committee members in regard to recommending bold measures to deal with the problem, we cannot forcefully enough urge the most serious reexamination of this belief.

This fear seems to be predicated on the assumption that there is very little interrelationship between wage levels, production volume, and farm prices. It is our firm conviction that such an assumption has no validity and that the implications involved for the small farmer are quite opposite from those portrayed.

On farms relying heavily on hired labor, wages are a major factor in production costs. When wage levels undergo a substantial decline, or stand still in defiance of rising costs in every other part of the economy, such farms will be able to operate profitably at relatively depressed price levels. As a lower "break-even" point in these operations is brought about, the lure of a quick profit for such farmers insures the rapid expansion of production. In turn, the expanded production tends to cause farm prices to veer downward until they approach the "break-even" price applicable to these large farms. By the time this new balance is reached, their overall competitive position is more than likely to have been strengthened. With production and prices more or less stabilized at levels that will still yield a satisfactory return on capital investment, the large farmer's individual long-range situation is made more secure. The physical plant under his control has been enlarged, the ranks of his competitors have been reduced in number, and the controls exercised by similarly situated growers over production and pricing practices in the industry have been greatly enhanced.

An absentee "farmer" with a $1,000,000 investment in one of our "factories in the fields" has identical interests. Since he is not contributing his own labor to the operation, he couldn't be less interested in the hourly return received by his farm workers—or the family farmers—for their labor. His sole involvement is that of a capital investor seeking to realize an average return of at least 5% or $50,000 annually. If low wages contribute to that objective he is likely to favor their perpetuation.

The small farmer, who, together with his family, provides all or the bulk of the labor required in his operation, is affected in a completely different manner since the nature of his involvement is of a totally different character. Although he has invested capital in his physical plant, his actual equity is more likely to be in the neighborhood of $35,000. At 5%, his interest on investment would come to only $1,750 annually.

This, however, is a minor portion of his overall investment. He and his family are primarily investing their labor and managerial skills. These can very easily total four thousand hours and more annually. If their time were valued at no more than the average hourly rate paid to California factory workers, it would yield a return of about $10,000 annually to the farm family.

In fact, the return to the working farmer is nowhere near this level. Nor is it a mere happenstance that the return to

such farmers closely coincides with the hourly wage paid to the hired workers employed by his large-scale neighbor. The two types of labor are in very direct competition. Assuming an equal degree of efficiency in the two types of operations, the wage rate paid to the hired worker establishes the **maximum** that can be realized by the working farmer for his own labor.

The Broiler Producers' Experience With Competition From Cheap Labor

A significant factor in this situation is the influence of national processors and distributors. These corporations are increasingly involved, directly or indirectly, in the production end of agriculture and play a major role in the determination of production levels and farm prices. Their earnings are geared to volume marketing which, it hardly needs pointing out, is dependent upon the lowest possible farm and retail prices. This objective is greatly expedited by the payment of low wages to farm labor.

To these vertically integrated interests who own or control significant segments of the production-processing-distribution chain in many agricultural commodities, a fair margin between the farmer's production costs and the price he receives is actually undesirable.

The economics of vertical integration have been most vividly illustrated during the last decade in the broiler industry where astronomical levels of production have been reached through various systems of contract growing.

Independent broiler producers found themselves increasingly in competition with producers under contract with an integrated feed mill, hatchery, processor and/or distributor. It was not uncommon for the integrator to be involved in all these aspects of the industry at once, supplemented with other lucrative functions such as salesman (to a captive market) of medication and equipment, and manufacturer of fertilizer, chicken pies, dog food and the like.

These contracts were at first fairly enticing; but once "on the hook," producers found themselves more and more at the mercy of the integrator. Thousands of new producers were set up in business by the integrating companies in the interests of expanding their feed, chick, vaccine and equipment sales together with their processing and distribution volume. The margin of profit for the integrators on these functions was subject to very little fluctuation.

For the producers, such was not the case. More producers meant more production which in turn placed severe pressures on the farm price. Declining prices enabled integrators to sell contract growers on further expansion of production in order to maintain their income levels.

As contract growers adopted this "solution," desperate independent producers were forced to follow suit. The consequent further aggravation of broiler market prices spelled renewal of contracts on terms increasingly unfavorable to producers. In a few short years, producers found themselves working inhuman hours in a futile effort to salvage their investment. Returns on their labor plummeted to 25 cents an hour and less.

The extensive California broiler growing industry was for all practical purposes wiped out in favor of the cheap labor regions of Georgia, Mississippi, Alabama, Texas and Arkansas.

Analyzing the quick destruction of family farming in this major agricultural industry, the inescapable conclusion is that the only factor involved was the systematic creation of an extremely cheap labor force through the device of contract farming. Against this type of competition, the possession of the finest "know-how" and technological plant merely enables the most efficient family farmers to prolong the agony a little longer.

The irony of this situation is that while the dynamics of this process were calamitous to broiler producers, they were a veritable bonanza to the integrators, many of whom were also involved in producing broilers. One such integrator from Georgia told a Congressional committee several years ago that he lost $1,200,000 in the production of broilers over an 18-month period. He freely admitted that the earnings he extracted out of the many other facets of his integrated operation more than made up for that loss.

The broiler industry's experience demonstrates the complete conflict of interest which often exists between large and small growers as to desirable price levels. We do not believe that there is anything freakish in nature about that industry's economics. The existence of these conflicting interests throughout agriclture has been confirmed by studies of the U.S. Department of Agriculture. While they are given expression in different ways due to the differing circumstances of the var-

ious commodities, it is clear that the most frequent basis for the competition between small farmers and large-scale agriculture is the availability of cheap labor to the latter.

No more telling commentary on the stake of the small farmer in higher wage levels could be hoped for than the frank statement of John Zuckerman of Stockton during an address to the 31st annual meeting of the California State Chamber of Commerce in December 1958. This prominent grower spokesman frankly told the Chamber that the "return that small farm operators and members of their families receive for their own labor is related to wage levels paid on commercial farms."

U.S. Department of Labor's Study of Wage Rates

The public's growing awareness of the problem and its demand for constructive steps toward its solution caused the Eisenhower Administration to initiate an intensive study a year ago. We presume that it was on the basis of the findings of the U.S. Department of Labor economists studying the problem that Secretary of Labor James P. Mitchell made some most interesting comments in Chicago in November 22, 1959. Since it appears to be based on the most authoritative studies undertaken in the field, we submit some of the most significant excerpts from that address:

". . . We have come to regard (the condition of the migrant farm worker and his family) as ultimately intolerable in a society wealthy enough to correct it, and (are) committed to such a correction because of a belief in the essential dignity of the human personality. In attempting to define the national responsibility, it is first necessary to identify conflicting private interests, and assure that the national interest is best promoted by whatever reconciliation of these interests most advances the general welfare.

"There is the interest of the people of the United States, a people sensitive to the injustice of exploitation and a people who, in their own experience, realize that primitive labor standards in any segment of the economy are injurious to labor standards elsewhere.

"There is the interest of that Department of government created by a mandate charging it to promote the welfare of wage earners—not some kinds of wage earners but all wage earners—and on the seal of which appear symbols denoting both industrial and agricultural labor . . .

"There is the interest of the family farmer who stands in competition with the large farms which hire the majority of agricultural labor, and who finds his own labor devaluated and his own competitive position impaired by a low wage structure on the great acreages of many of his competitors.

"And finally there is the interest of the wage earner himself, the men and women and their families who hire themselves out, and who stand at the very bottom of the American economic scale."

Mitchell spoke of many organizations which have brought the problem of farm workers to national attention. He recognized that these workers are chiefly members of traditionally under-privileged minority groups. He found that the average migrant worker is unable to find work on almost half of the days of the year and has average annual earnings from all sources of employment of less than $900. Mitchell continued:

"This compelling individual figure appears on an employer's ledger as an item of expense along with other costs—feed, fertilizer, repairs and operation of capital items, taxes, interest on farm mortgage debt, all of which have risen substantially more than the cost of hired labor between 1949 and 1957 . . .

"There are generally two kinds of farms in the United States today—those that hire farm labor and the traditional family farmer who does not ordinarily hire labor.

"One of the charges against aiding the migrant is that the small family farmer will be harmed. Yet more than half of all of the farms in America hire no labor at all. And those farms that do hire the great bulk of labor, including migrant labor, represent a very small percentage of all farms—something like 5% of all farms in America spend 70% of all the money spent on hiring help.

"But the important point for the small farmer to realize is this: Cheap wages on big farms cheapen his own labor and worsen his own competitive position.

"If the large farm, which hires most of the labor in agriculture, obtains that labor at low wages, and works it long hours, then the work performed on the small farm by the owner and his family is of equally small value, as that value is determined in the market.

"A farmer who considers his own labor and that of his sons and neighbors worth more than the sum being paid by the

large farmer, will find his products driven from the market by the products grown by hired labor paid less. If the small farmer agrees with the spokesmen for some farm associations that hired help is worth no more than substandard wages, he is marking that price on his own labor as well . . .

"The small family farmer would benefit from rising standards in argriculture for it would would increase the value of his own labor as well as improve his competitive position against those large farms that pay substandard wages for long hours."

The community interest that may have existed among all farmers is today either dead or dying. Unfortunately, there has been a serious lag in the recognition of these radically altered relationships by both state and federal legislators. Continued failure to distinguish between working farmers and absentee or corporate landlords can only work to the detriment of the modern family farmer and the farm worker. It will ultimately prove damaging to the consumer as well since the concentration of control of food production and distribution must eventually lead to administered pricing practices on the part of the dominant corporations.

The Secretary of Labor commented on the monumental apathy of the large growers' associations regarding the problem:

"One would think that the employers of migratory labor would long ago have offered proposals to improve the lot of these people with whom they deal. But proposals do not come forth. Instead, most employers remain mute while the associations and organizations to which they belong take up a defense of what they regard as farm freedom.

"The American people can tell them that there is not now, and there never has been, a freedom to exploit. As long as the most powerful employer associations can be relied upon to resist absolutely and unequivocally any proposal designed to improve the conditions of farm wage workers, then their contribution to the eventual solution of what is, in fact and reality, a national problem will be zero . . .

"I do not think the American people are going to permit the condition of the migrant worker to be prolonged because of a resistance to change on the part of some farm employer associations. Rather, they are going to demand change. They are not going to accept the opinion that a problem does not exist . . .

"We are told that competitive forces will continue to push wages up and erase what we view as a problem, but competitive forces do not operate in an economy where an employer can create a false labor shortage by offering unacceptable wages and then receive foreign workers to bring in his crops."

This last conclusion is supported by the findings of the four distinguished consultants to the Department of Labor who were appointed to review Public Law 78:

"Studies of the BES show that wage rates in crops for which Mexicans are employed do not move upward at a rate corresponding with the general trend in farm wage rates.

"Between 1953 and 1958, the hourly farm wage rate in the U.S. increased 14% according to the Department of Agriculture. An examination of wage surveys made by state agencies in areas using Mexican Nationals shows that the average rate paid to domestic workers in these areas either remained unchanged or decreased in three-fifths of the cases.

"During the past decade the wage differential between agriculture and industry has been widening steadily and it may be inferred that the use of foreign workers in agriculture is partly responsible."

Mitchell commented on these findings:

"This is certainly not the free play of a competitive labor market. As long as the working of supply and demand can be nullified by artificial wage rates that induce artificial labor shortages which are remedied by use of foreign workers, we can expect a continuation of low wage levels."

In concluding, the Secretary commented on the swelling indignation of the general public:

"The American people are going to become impatient with continued resistance to needed change. That change will come as surely as the sun will rise. The migrant problem will not be ignored nor can people be led to ignore it.

"Our community will find ways to solve it, and by community I mean the community of citizens that make up America, citizens with wisdom and compassion and good sense, and citizens who save their final censure for those who stand by and seem unable to find within their economy a place for conscience."

Implicit throughout this statement is

our basic view that the long-range best interests of the nation and agriculture itself would be served, not only by the development of our farm labor force from domestic sources, but through the stabilization of our domestic farm labor force at the highest possible level.

Insofar as migrant workers are concerned we have pointed to the necessity of itinerary planning by the Farm Placement Service as a means of maximizing employment for domestics. Along these lines, we also urge the development of annual worker plans, such as those which have met with considerable success in the Northwest.

Another area in need of improvement is that of housing. Adequate housing for farm workers and their families is frequently thought of in terms of labor camps for migrants who come into an area for peak season employment. This, however, is only half of the problem. If the idea of integrating farm worker families into rural communities is to have any meaning, immediate attention must be given to the provision of housing for farm labor families who could settle in rural centers of agricultural activities, and provide the basic year-round source of agricultural labor within a radius of the rural center. The development of this type of housing must go hand in hand with the elevation of wage levels if farm workers are to be removed from the category of second-class citizens.

Let us recognize the fact that even if farm workers' wages are increased to a level sufficient to again build up a dependable domestic supply, the level of agricultural wages will still be among those received by the nation's so-called low-income group. This means only one thing for housing; namely, conventional methods for financing adequate housing for farm labor families are out of the question. Either it will be necessary to extend the concept of urban public housing to rural areas, or a new source of low-cost money must be available for cooperative-type housing which could be undertaken by private groups without the benefit of any direct governmental subsidies.

There is no reason why the development of such housing programs cannot be undertaken in California by the State, without awaiting initiative from the federal government. We specifically recommend, therefore, that this Committee develop recommendations to the 1961 legislature that will meet the housing needs of many farm labor families who could easily be integrated into rural community life.

Along these lines, it is equally important to recognize that schools, child care and medical facilities must be expanded for farm labor families commensurate with the stabilization and integration of farm labor families into rural community life. Special state aid in this connection is necessary because so many rural communities, with an agricultural tax base, do not have the funds necessary to develop the facilities needed when a rural area becomes a stabilized farm center.

The knowledge that attractive facilities of the type recommended above will be available to farm families in our agricultural communities will go a long way towards guaranteeing the stabilization and expansion of the domestic farm labor force available to various agricultural areas in the state.

To repeat, such measures should be undertaken by the State in those situations where adequate programs are not likely to come from private sources and where the rural areas do not have the tax base necessary for their development.

Finally, it must be recognized that we are talking about long-range programs. But we must face the fact that along with the need for immediate action in certain areas as recommended in this statement, we must also be looking for solutions to the overall long-run problem.

We sincerely appreciate the tremendous work of this Committee and the contribution which it is making toward better understanding of agricultural labor problems. However, intermittent activities by committees such as this between sessions of the legislature cannot possibly replace the need for a permanent agricultural resources committee, established on a statutory basis and with broad representation, which could develop solutions to broader problems for recommendation to the legislature. Such a bill was offered at the last session by Senator Hugo Fisher (SB 1469), but was also referred to interim committee for "study of the subject matter of the bill".

We urge your committee to seriously approach the need for a permanent California Agricultural Labor Resources Committee in terms of finding solutions to some of the problems which we have raised in this statement, designed to elevate farm labor families to a level of first-class citizenship. We are confident, accordingly, that in the end you will agree

with us on the importance of recommending the passage of SB 1469. In the long run, it is only if we bring all community resources to bear on the agricultural labor problem that lasting solutions will be found.

Answering a request for more specific information on certain points raised in the Federation's testimony at the hearing before the fact-finding committee, Secretary Haggerty sent the following letter to Senator Cobey:

February 5, 1960.

The Honorable James A. Cobey,
Chairman Senate Fact Finding
Committee on Labor and Welfare,
413 State Capitol,
Sacramento 14, California.

Dear Senator Cobey:

Several members of your Committee and its staff requested more specific information in regard to several matters raised in our statement presented in Fresno on January 28,1960, during your hearing on farm labor problems. We are hereby submitting such information with the request that this letter, together with its enclosures, be incorporated in the hearing record....

A question was raised as to our statement that wages are a major factor in production costs on farms relying heavily on hired labor. Needless to say, the labor factor varies greatly from commodity to commodity. It would, therefore, be most difficult to document the situation for each individual crop raised in California.

The most reliable over-all data are supplied by the Farm Income Branch of the Agricultural Economics Division, Agricultural Marketing Service, U. S. Department of Agriculture. In its publication titled "Production Expenses of Farm Operators, By States—1949-57" (numbered AMS-85), which was issued in October, 1958, hired labor expenses and total production expenses incurred by all farm operators in California are set forth. These cost figures, together with the percentage of total production expenses represented by hired labor costs, are given in the following tabulation:

Year	Hired Labor	Total Production Expenses	Hired Labor Ex. as % of Total Product. Exp.
1949	$396,700,000	$1,414,600,000	28.0%
1950	368,300,000	1,550,900,000	23.7%
1951	399,000,000	1,845,400,000	21.6%
1952	425,600,000	1,830,100,000	23.3%
1953	437,800,000	1,751,000,000	25.0%
1954	434,200,000	1,765,100,000	24.6%
1955	443,100,000	1,784,900,000	24.8%
1956	464,900,000	1,903,000,000	24.4%
1957	455,600,000	1,910,900,000	23.8%

The above hired labor expenses include cash wages, perquisites, and Social Security taxes paid by employers. As we interpret the explanatory material provided by USDA, these hired labor expenses exclude the cost of labor involved in repair and maintenance of buildings, repair and operation of motor vehicles and other machinery, blacksmithing and irrigation.

To get a truer picture of the proportion of total production expenses represented by hired labor costs in California's large-scale farms, it must borne in mind that the total production expenses in this tabulation reflect the total of all such expenses incurred by farms of all sizes. In view of the fact that family-type farms contribute relatively little to the total hired labor cost figure, it is therefore clear that the percentage of total production expenses accounted for by hired labor costs on the large-scale farms alone is substantially higher than that shown in the above tabulation.

Another question had to do with our assertion that some of our corporate farms were large enough to be listed on the New York Stock Exchange. A partial list of such landowners in California includes: Kern County Land Company; California Packing Corporation; Holly Sugar; Libby, McNeill & Libby; Natomas Company; Anderson-Clayton & Company; Southern Pacific; and Standard Oil of California. Di-Giorgio Fruit Company is listed on the Pacific Stock Exchange. The deep involvements in California agriculture of many other financial giants is well known, although often of a more complicated nature and one which is less readily documented. Such involvements are those of Bank of America and the Los Angeles Times, and of processors and distributors such as Safeway Stores, H. J. Heinz Company, Campbell Soup Company and many others.

However, large-scale holdings of California's agricultural lands cannot be properly considered only in terms of those corporations listed on the "big board." The Committee should be interested in a study performed by the California Labor Federation as to the land ownership pattern of the west and south sides of the San Joaquin Valley as of January 1, 1959. The study embraced a total of 3,996,361 acres of rural and urban land in an area extending south from Los Banos to Grapevine and included lands in Fresno, Kings and Kern Counties in the vicinity of the Feather River aqueduct.

For purposes of convenience, we are setting forth this pattern of ownership in terms of four separate groups. Group 1 consists of a small handful of companies

owning 1,239,129 acres or 31.0% of the total area studied. Group 2 is made up of smaller, but still quite substantial, individual owners. These are land owners holding in excess of 1,000 acres each. They account for 1,323,822 acres or 33.1% of the total area.

Group 3 consists of 192,762 acres of government land. This represents 4.8% of the area studied. Group 4 represents 31.1% of the total, or 1,240,648 acres. It consists of private holdings under 1,000 acres each and includes all city, county, state and subdivided land. Farmers with acreages under 1,000 were part of this group.

The entire acreage within Group 1 was owned as follows:

Kern County Land Company—
348,026 acres (8.7% of total)
Standard Oil of California—
218,485 acres (5.5% of total)
Other oil companies—
264,679 acres (6.6% of total)
Southern Pacific—
201,852 acres (5.1% of total)
Tejon Ranch Company—
168,531 acres (4.2% of total)
Boston Ranch Company—
37,556 acres (0.9% of total)

As for Group 2, the more prominent land holders were as follows:

J. G. Boswell	32,364 acres
South Lake Farms	30,479 acres
Crockett-Gambody	28,503 acres
Anderson-Clayton & Co.	28,451 acres
Miller & Lux	25,313 acres
Salyer Land Company	25,220 acres
Stills & Mabury	22,182 acres
S. F. & Fresno Land Co.	19,076 acres
LaHacienda	15,864 acres
Occidental Land Company	15,647 acres
J. Mouren	14,261 acres
Giffin, Inc.	13,722 acres
W. Gill & Sons	13,430 acres
J. F. Gibson	12,203 acres
Tulare Lake Land Company	10,392 acres
J. P. Bidegarary	10,259 acres
Allison-Honer	10,240 acres

It must be borne in mind that the acreage given here for various counties are simply those which fall within this limited geographical area. Total land ownership for many of these companies on a statewide basis or nationally are likely to be much greater. When subdivided land, together with the acreage held by governmental subdivisions, are separated from lands used in private agricultural pursuits, it would appear that at least ¾ of the farm lands are in ownership units of at least 1,000 acres.

We were somewhat in error in making the statement that the compliance staff assigned the responsibility of enforcing Public Law 78 is today smaller than it was at the outset of the program. Our statement was based on the situation as of early 1957 and was correct as of that date. We have checked with the regional office of the Bureau of Employment Security in San Francisco and have been advised that their regional compliance staff as of January 1 of each year since 1952 was as follows:

Year	Size of Regional Staff
1953	14
1954	12
1955	15
1956	16
1957	13
1958	20
1959	22
1960	24

Despite the recent expansion of compliance staff, it is not nearly commensurate to the much greater needs brought about by the enormous increase in the bracero program. The inadequacy of this relatively slight expansion of compliance staff has been conceded during your hearings by some of the growers themselves.

Another item which was questioned was our statement that the extensive use of braceros has proved harmful to local businessmen in many agricultural communities. Such an effect is, of course, implicit in a situation where families of domestic workers in agriculture are supplanted by imported workers housed and fed in labor camps in which they also make the bulk of their other purchases.

Short of an extensive study, it would be impossible to document the extent of this type of impact. However, several specific expressions of resentment against the bracero program by local businessmen readily come to mind. The Alisal Chamber of Commerce adopted a resolution condemning the bracero program in 1954 and very possibly in subsequent years. Identical pressures have given rise to similar public expressions of opposition to the program by businessmen in Imperial Valley communities over most of the last decade. In 1957, about two dozen Yuba City area businessmen formed a committee to fight the program and formally ask Governor Goodwin J. Knight to investigate the situation and to take appropriate remedial action. It is also our understanding that similar movements among small businessmen in Ventura County have taken place in recent years.

Finally, the Committee asked us to supply additional specific information as to

low wages and poor working conditions in California agriculture. We are therefore sending copies of the transcripts of the Industrial Welfare Commission's hearings in San Jose, Fresno, Stockton, Santa Rosa, and Marysville under separate cover. We request that the agricultural worker portions of these transcripts as listed be incorporated into the record of your hearings....

In our prepared statement presented to your Committee in Fresno, we made reference to fig grower Norman Liddell's testimony before the IWC as to purported earnings of as much as $267.00 a week during a five-week period by a few of the most efficient families working for him. You will recall that when the size of family and the hours worked were taken into account, it was apparent that the average earnings involved were 40 cents an hour... We would suggest that this particular grower's testimony be included in the record of your hearings since it represents perhaps the most optimistic report of wages earned by farm workers which was submitted to the IWC by a grower representative....

We trust that the above adequately documents our positions as stated during the Fresno hearing.

Sincerely yours,

C. J. HAGGERTY,
Secretary-Treasurer.

Campaign of Agricultural Workers Organizing Committee

It was against this stormy background—of charges and countercharges; of federal and state agency hearings and action at Congressional and state legislative levels; of organized labor's determination to make big advances toward genuine improvement of the status, the working conditions and the lives of the farm workers; of the bitter, stubborn opposition of the big growers to labor's aims and to any change in the status quo except to their liking—that the Agricultural Workers Organizing Committee prepared for and launched its campaign.

As the winter of 1959 drew on, the waning harvest season ended, pruning and soil preparation for spring planting was readied, and farm employment dwindled to a trickle. Thousands of domestic farm workers faced the months ahead with no unemployment insurance and nothing to fall back on from the wages that earlier had barely kept them and their families alive. But in December, 1959, 40,000 braceros were still working in the fields and orchards of California.

During those winter months the AWOC was intensely active: talking union, training stewards, and preparing for the coming campaigns to organize the farm workers, to bargain collectively for higher wages and improved conditions, and to expose the phony "labor shortages" claimed for years by the growers in order to import braceros. Such a hoax, deliberately and successfully perpetrated in 1959 by the growers to provide a pool of surplus labor that would enable them to set their own wage rates and at the same time block the AWOC's organizing plans, was exposed by Ernesto Galarza in a document entitled "The Great Peach Picker Shortage of 1959." The cry of the growers—that if Mexican Nationals were not brought in to pick the peaches, the crop would rot on the trees—was to be heard many times in the spring and summer of 1960.

The growers, aware now of impending trouble when the harvesting of early crops began, made no particular preparations but proceeded as usual, confident that their arsenal contained all the weapons needed to halt AWOC activity.

Filipino Nationals

A few months after the "peach picker shortage," a curious rumor was started which lasted well into the new year, that U. S. government officials had reached agreement with the Secretary of Labor of the Philippines to import Filipino farm workers. Secretary of Labor Mitchell and the U. S. Immigration Service denied any knowledge of such an agreement, but the rumor persisted. By the end of December there was talk of the arrival of 45,000 of these workers—this at a time of widespread unemployment of California domestic farm workers and relatively heavy employment of braceros.

It was not until the end of January that the few facts available — all negative — emerged: the Philippine's Secretary of Labor had consulted with neither the U. S. Department of Labor, nor the U. S. Department of State, nor the California Department of Employment about importing Filipino workers. Obviously, the story was untrue from start to finish.

Who started the rumor is unknown, but it is possible to guess its purpose for, true or false, such a rumor has often succeeded before in discouraging domestic workers from applying for farm work at inevitably low rates, thus creating a basis

for the growers to claim a "labor shortage."

Katsuda Celery Strike

As spring advanced, AWOC organizing moved into high gear; every week or so headquarters were opened in new farm areas. One of these was the Oxnard area, where the United Packinghouse Workers of America was also engaged in an attempt to initiate collective bargaining with Lester Katsuda, a celery grower and packer.

Great impetus had been given to the Packinghouse Workers' 1960 organizing and collective bargaining campaigns by a January decision of the Ninth Circuit Court of Appeals, which found five Sunkist lemon associations, including the Oxnard Citrus Lemon Association, in contempt of court for ignoring a 1956 decision of the same court declaring them guilty of unfair labor practices and ordering them to bargain in good faith with the Packinghouse Workers. This historic decision opened the way, for the first time in twenty years, to genuine collective bargaining for thousands of workers in the citrus industry who had long been denied this right because of the growers' contemptuous attitude toward the NLRB and the United States Supreme Court. (This victory was followed four months later by the signing of the first contracts covering the employees of the five associations, ending what the union termed a "seven-year marathon of company stalling" that had continued since 1953, when upwards of 500 workers in these plants had voted union.)

Early in April, Katsuda peremptorily rejected the Packinghouse Workers' petition for recognition as collective bargaining representative. Immediately, picketing of the sheds and celery fields by the Packinghouse Workers and the AWOC-organized farm workers began. Also immediately, Katsuda, while claiming there was no real dispute, fired all union members and replaced them with Mexican and Japanese Nationals. On April 18, arrests of pickets started, on charges reminiscent of pre-NLRB days—"trespassing." All were released on bail and secured separate jury trials.

Meantime, the Packinghouse Workers and the AWOC had protested the use of Mexican and Japanese Nationals as strikebreakers, in violation of the law, to the Bureau of Employment Security and the Immigration Service, respectively. The Bureau of Employment Security acted promptly and the braceros were removed, but Abner Sneed of the Immigration Service demurred and did not bow to the law until after strong pressure was brought by Secretary of Labor Mitchell. In all, the Japanese worked behind the picket lines from April 4 to April 19. It is interesting and significant to note, however, that the strikers, using sit-down tactics in the field, succeeded to a great extent in enlisting the sympathy of both the Mexican and Japanese workers in their cause.

The defeat of Katsuda's strikebreaking strategy gave the combined efforts of the AWOC and the Packinghouse Workers a terrific boost. It was the first time in four strikes that Nationals had been removed from behind picket lines. From this time on, the harvesting of crops was marked by disputes over braceros illegally replacing striking domestic farm workers, with the union winning with increasing frequency.

Petri and Messner Picketing Decisions

At this point, mention must be made of two important decisions handed down during the period under review by the California Supreme Court. Both have great bearing on the activities of the AWOC.

On January 26, 1960, in its decision in the so-called Petri case, and again on April 8 in the so-called Messner case, the court upheld the legality of organizational picketing. Other matters were also ruled on in these decisions, but this particular point is of utmost importance to the farm workers since organizational picketing has become the chief target of the growers in their fight to destroy the AWOC and maintain their unlimited supply of cheap labor through manipulation of Public Law 78.

Briefly, in the Petri case, the court declared that a union seeking to organize a plant may picket it whether or not it represents a majority of the employees. In the Messner case, the court ruled that a union has a legitimate right to picket a non-union shop that has employees not involved with the picketing union.

Big Growers React

When the widespread success of the AWOC's organizing efforts became evident, the big growers dipped into their arsenal of weapons and began a confident counter-offensive.

"Rousting" was used in Salinas, Fresno, Bakersfield, Stockton and other valley towns. In Salinas, for instance, more than 500 itinerant farm workers were arrested in February; the next month several hundred were picked up in the streets, parks

and railroad yards in Stockton; all were charged with vagrancy. The pattern soon became clear: local labor markets were being deliberately flooded with skid row bums to trigger the arrests by cooperative law enforcement officers of all jobless itinerants; unscrupulous labor contractors apparently joined the act by hauling farm laborers, for a fee, and then dumping them in the towns without the jobs that had been promised; as word of the arrests spread, farm workers avoided such labor markets; then the growers raised the chant of "labor shortage" and asked the Farm Labor Placement Service to certify their need for more Mexican Nationals. When the AWOC began to challenge these mass arrests and to furnish legal counsel for the genuine farm workers, large-scale "rousting" ceased.

Another device worked successfully during the asparagus season when, with an abundant supply of domestic labor available despite poor wages (the Farm Labor Placement Service "forgot" to observe the regulations and set wages at 90 cents an hour without first making a wage survey), the grower failed to provide weekend day haul, leaving 1500 domestic farm workers on the streets while braceros harvested the crop. Picketing of the Service's offices in several towns and a march on Sacramento brought a hasty pledge from state officials that all-out placement action would be taken to ensure the employment of domestic workers.

On at least one occasion, police used snarling, snapping dogs to intimidate pickets and enforce their order forbidding the pickets to utter a sound, let alone make remarks to the strikebreakers who were crashing their lines.

Importation of farm workers from such states as Texas and Arizona was also tried, but this failed. These workers were from bracero-depressed areas and the AWOC had no difficulty in organizing them.

Harassment of pickets, the adaptation of the airplane "buzzing" technique to the "buzzing" of picket lines by fast cars, constant threats and intimidations, the recruiting of workers to pass picket lines without notifying them in advance of a strike in progress—all these and other devices were used by the growers. The AWOC and its members held firm.

How far these growers still are from even a faint understanding of the powerful urge for a decent life that is impelling these workers to organize, to demand wage increases, and to take strike action under such circumstances may be judged by the growers' cherished plan of getting an "independent farm labor service with a minimum of government interference with agriculture," and by their announced intention to "fight fiercely against all attempts to substitute domestic workers for braceros."

The Cherry Strike

It is impossible to enumerate all the strike actions taken by the AWOC in the past months or to list the gains that have been made. But the cherry strike must be mentioned, for with its successful conclusion, the tide turned for the AWOC and the agricultural workers. It is equally significant, moreover, that the cherry strike weakened the influence of the big growers over some of the smaller, and brought about a shift in the growers' tactics against the AWOC.

Negotiations were opened by the AWOC cherry picker representatives with a number of growers early in April. This was the first time in history that such meetings had taken place between cherry growers and union representatives to plan in advance for the harvest and try to reach agreement on pay rates and conditions. It did not take long for the growers to realize that the establishment of standard piece rates throughout the industry would both expand and stabilize their labor force; no longer would the workers have to go from one orchard to another seeking the best price for their labor. The early cherry harvest confirmed the validity of this approach. On its part, the union did a thorough job of organizing the pickers to assure the growers of an orderly and successful harvest.

By the time the harvest began at the end of April, informal individual agreements had been reached with 60 per cent of the cherry growers, calling for a minimum of $1.10 per 16-quart bucket (compared to last year's 90 cents) for "good and average" picking, a new method of "rounding off" buckets, which would mean 20 pounds per bucket instead of as high as 24 pounds under the previous method, and an important escalator clause providing for adjusting the piece work rate upward where rough picking and tall trees were involved.

Many growers, however, held out, so the early harvest period was marked by numerous brief strikes lasting four days at most. Often the hold-out growers agreed to settle a dispute on the condition that the strike leaders would not be rehired, but both the AWOC and the unorganized

workers flatly rejected such proposals, and union leaders were reemployed in every instance.

The resistance of the big growers, backed by the farm associations, was massive. Money which might have gone into the pickers' pockets was spent lavishly in efforts to destroy the AWOC by forcing the strikers to their knees.

The backbone of the anti-union drive was "Cherry King" Fred Podesta of Linden, owner of the largest individual stand of cherries in the world. The Podesta strike began on May 20 with a lockout of AWOC pickers. On Podesta's orders, local contractors recruited strikebreakers in Los Angeles, Fresno, Modesto and Sacramento and brought them in buses to the Podesta camp in the dead of night. All were unaware that they were to work behind picket lines; when they learned the facts, most of them walked out.

Meantime, Podesta secured a temporary restraining order limiting the pickets to two and restricting picketing activity. Then, although the big growers were loudly complaining of a severe labor shortage and calling for braceros, Podesta undertook a costly four-day recruitment campaign for strikebreakers, using all means of mass communication. The hundreds of newspaper, radio and TV advertisements neglected to mention either the picket line at the Podesta ranch or the difficult harvesting conditions that prevailed, such as the need to use 40-foot extension ladders to scale the unusually tall trees .

By the hundreds, men, women and children poured into the area over the Memorial Day weekend. By the hundreds, as soon as they saw the pickets and the tall trees, they turned away and either went home or stayed to join the AWOC's 24-hours-a-day picket line. The union pickers were confident that neither scabs nor amateurs could pick these trees, and they were right. Podesta managed to harvest only 260 tons of his ranch's estimated 1,200 tons of cherries.

On June 2, Podesta sent his attorney to negotiate with the AWOC. The union stated that before a realistic price could be determined, a committee of pickers would have to survey the butchered trees and what remained of the poorly picked crop. Although the attorney was authorized to offer $1.30 a bucket, Podesta adamantly refused to agree to an appraisal committee. Negotiations broke off.

Podesta then appealed to Governor Brown and Director of Employment Perluss to save his crop by permitting him to import Mexican Nationals. Citing Secretary of Labor Mitchell's interpretation of Wagner-Peyser Act provisions, as well as the California law which had so recently been upheld by the State Supreme Court's decisions in the Petri and Messner cases, the Governor and the Employment Director firmly stated that where a labor dispute existed which prohibited the referral of domestic labor to the operation, no labor shortage could be recognized to justify the importation of foreign labor.

A spell of torrid weather ensued, swiftly ripening the fruit on the trees, then cooking them, and the cherries began to rot and fall. On May 27, after all other attempts to negotiate with Podesta had failed, the AWOC asked the State Conciliation Service to use its good offices to arrange a meeting with the growers. The Service acted speedily, but, despite sustained efforts over a period of several days, the conciliator failed to budge Podesta from his refusal to have anything to do with the union. In any case, it was then too late to save the crop. Podesta's loss has been estimated at some $225,000.

Throughout this bitter dispute the pickets were subjected to continuous assaults—egg-throwing, the smashing of car windows, endless cursing, heckling, provocative language; one picket was beaten by a scab truck driver, using a jack handle; the picket lines were constantly "buzzed" with fast cars—but the picket lines never wavered.

On July 26, Podesta filed a damage suit against the AWOC for $288,400, charging that AWOC had purposely caused his 1200-ton cherry crop to be destroyed in order to demonstrate the union's power to other growers. AWOC comment was that the strike had no aspect of a threat, but was the result of "Podesta's own stubbornness in refusing to do what other growers did."

The effect of the successful cherry harvest negotiations on the farm workers was electric. Rallying from their resignation following many past defeats, they crowded into AWOC headquarters to sign up, many insisting on paying dues for as much as a year in advance. Equally significant was the fact that labor contractors and growers began to contact the AWOC to discuss piece rates for other crops coming up for harvest in the months ahead.

What Next?

The future, as of this writing, is not yet rosy. We may rejoice over the tremendous gains already achieved by the agricultural workers, but as their union grows stronger, the opposition of the employers

will undoubtedly increase in ferocity, and we in labor must be ever alert to support these workers in their struggle.

In June, for instance, early peaches were falling and rotting in Tulare and Fresno counties, while the growers, spurred on by the reactionary farm groups, refused to negotiate with the organizing, committee and end the strikes. They call the AWOC a "strike-rat threat," but in the same breath they swear that they will let their crops rot rather than pay a fair wage. The AWOC and all of labor asks: But how many times will they let crops rot? The answer is not clear; will they finally accept the AWOC, or, before that happens, will they find new and more violent ways to harass and discourage the workers?

At this writing, the growers groups are moving against the AWOC along an old, familiar path: anti-picketing and sound-truck regulation ordinances. Both types of ordinances were adopted in Sutter County recently just as the plum harvest was about to start. A few weeks later, the Sonoma County Board of Supervisors turned down two similar ordinances proposed by the Sebastopol apple growers. As the season advances there will undoubtedly be more of this activity, despite the fact that since the 1930's the California Supreme Court has over and over again declared such ordinances to be unconstitutional.

AWOC, AFL-CIO

In the midst of the cherry strike, AWOC achieved new status when it received a direct charter from the AFL-CIO. The purpose of the newly chartered organization, to be known officially as Agricultural Workers Organizing Committee, AFL-CIO, was stated to be as follows: to accept into AFL-CIO membership workers employed in the cultivation and harvesting of fruit and vegetable crops in California.

Cobey Committee Emergency Hearing

The unprecedented successes achieved by AWOC, which had attained its first important milestone in the cherry strike, and the unyielding stand of the Governor and Director of Employment in regard to the importation of Mexican Nationals where labor disputes were in progress sent the frustrated growers' groups hurrying back to the State Senate Special Fact Finding Committee on Labor and Welfare. At their urging, Chairman Cobey called the committee together in emergency session in Sacramento on June 15 for the declared purpose of receiving testimony on the operation and adequacy of federal and state laws relating to the current harvesting situation in California.

The legal issue at point before this hearing centered on what constituted a "labor dispute." Resurrecting the old bugaboo of "perishable crops," the farm organizations concentrated their efforts on securing a reversal of the Department of Employment's position through a narrow interpretation of the term "labor dispute."

On behalf of the California Labor Federation, and aided on legal points by the Federation's General Counsel Charles P. Scully, your secretary presented the following statement, which implemented action taken by the Federation's executive council the preceding week (see the report of the executive council to this convention):

STATEMENT BEFORE STATE SENATE FACT FINDING COMMITTEE EMERGENCY HEARING

We understand the purpose of this hearing to be that of receiving testimony as to the operation and adequacy of existing federal and state laws relative to the current harvesting situation in California's perishable crops. As such, the scheduling of this hearing has raised a fundamental question relating to the public welfare of the people of this state.

To date, in the field of agricultural labor covering the harvesting of perishable crops, the public welfare has been virtually ignored in the successful advocacy by growers of their exemption from the great body of labor and socio-economic legislation enacted in recent decades.

It should be emphasized that all of this legislation has a public welfare base. The public has demanded and has received legislation to promote harmonious relationships between labor and management in order to ensure a free flow of commerce, to help prevent work stoppages, and maintain a stable economic growth.

In fair labor standards legislation, the public has sought and received a measure of protection against the adverse economic and social effects of substandard wage levels and conditions of labor. It has been recognized that the toleration of wage and working conditions below a certain standard imposes an unfair burden of competition against employers who want to meet their obligations to society, and at the same time forces the community to subsidize the substandard conditions through the provision of services

which are not otherwise required for individuals and families who benefit from fair labor standards.

In unemployment compensation and unemployment disability insurance laws, the public has demanded and has secured protection against the adverse effect of unemployment from these causes in the operation of our economy. The partial maintenance of an income standard during relatively short spells of unemployment serves to protect the public against the individual becoming a ward of the state at the expense of the general taxpayers. From the point of view of economic stability, the maintenance of a floor on purchasing power helps to prevent recessions from feeding upon themselves and becoming major depressions.

This, of course, is not the place for a comprehensive review of the labor and socio-economic legislation enacted in recent decades. Our point is that while the public has generally demanded such legislation for their own protection, in the field of agricultural labor, the growers, as a special interest group, have subverted the public interest as it applies to their own industry. In the field of labor and social welfare legislation, agriculture has consistently advocated laissez-faire policies and has been successful in securing almost complete exemption from laws which are almost universally regarded as essential to the public welfare throughout the rest of the economy. They have fought for governmental hands-off policies in regard to domestic workers, while seeking government cooperation in the recruitment of an abundant supply of cheap imported labor. The result has been severe wage-cutting, denial of employment opportunities, and deterioration of working conditions over the years for domestic workers. This has occurred in the face of sharply rising living costs.

Since these conditions are the sole factor underlying the insecurity evidenced by perishable crop producers, it is extremely unlikely that this committee will hear any constructive suggestions coming from the agricultural spokesmen who are responsible for their creation. These spokesmen are likely to recommend actions aimed only at perpetuating and aggravating the very conditions which have given rise to these problems.

It thus appears that the growers have been caught in a situation of their own making. If there is a present danger to perishable crops, it is the public that should be pitied and not the arrogant growers who have brought this danger about through the advocacy of government "hands-off" policies.

Let us face the facts that what is happening today in agriculture is a mass revolt against the intolerable conditions which have been imposed upon farm workers by the availability of a vast supply of cheap imported labor and by the application of agricultural laissez-faire policies in the field of labor and socio-economic legislation.

In essence, what is transpiring in the harvesting of crops is much less a reflection of union organizational activity than it is an irrepressible uprising by workers against the miserable conditions which have been so long in the making. In a very real sense, the organizational activity involved is only a small factor trailing behind this rebellion.

Repressive legislation to block organizing will not put down the revolt and save the crops. It would only intensify the rebellion that is taking place and help to ensure the loss of perishable crops.

Organized labor has no more desire to see unsettled conditions in agriculture than the growers do. But those who believe that restrictive labor legislation is going to bring about harmony and stability are sadly mistaken. History has demonstrated over and over again that such a relationship between an employer and his labor force is rarely achieved through unilateral determination of wages and working conditions. The best that employers normally can hope to gain from such an arrangement is a seething cauldron of resentment and discontent. Stability has been achieved only where both labor and management have had a voice in arriving at contractual agreements as to the terms under which labor is to be performed.

At this point in the harvest season, therefore, the only thing that can safeguard perishable crops is to permit the revolt of farm workers to find its organizational form so that mutually satisfactory conditions can be obtained to harvest the crops now maturing.

It is clear that if the real interest of the growers is to save their crops, they have no other course to follow. Any attempt to break down the present legal protections on the importation of contract labor as strikebreakers, and to force referral of job seekers to farms where a labor dispute is in progress will intensify the revolt, and thereby aggravate the dangers which the growers claim to be concerned about.

But for the future, this committee should recognize that the public welfare must take precedence over the short-sighted positions advocated by grower groups. It should bend its efforts in impressing upon fellow legislators the absolute necessity of extending to agriculture the protections demanded by the public in the field of labor and socio-economic legislation.

Hearings by Secretary of Labor

Testimony by the growers at the emergency hearing of the State Senate's Special Fact Finding Committee had no effect on the Department of Employment. Director Perluss declared he would continue to abide by the rulings and interpretations of Secretary of Labor Mitchell in refusing to use the Farm Labor Placement Service as an agency of the growers to supply them with cheap labor whenever and wherever labor disputes arose.

Failing in Sacramento, the growers turned to Washington, D.C., where the Secretary of Labor listened to their complaints, agreed to study them and promised to report as soon as possible. Mitchell then arranged a conference with union representatives.

Your secretary and General Counsel Scully, joined in Washington by Director Norman Smith of the AWOC and AFL-CIO President George Meany, met with the Secretary of Labor on June 29 and 30, describing and explaining the ramifications of the entire situation and emphasizing the tremendous issues at stake, not only for the agricultural workers or the organized labor movement, but for the nation itself.

A week later, after consideration of all the testimony placed before him by both grower and labor representatives, Secretary Mitchell scheduled public hearings in Washington, D.C. for later in July on the issue of the applicable regulations. Subsequently, these hearings were postponed, at the request of the growers, to August 8.

The Secretary's decision to hold these hearings has clearly indicated that the issues involved are of great concern to the government as well as to labor and the growers. Aware of the need for organized labor's unflagging support of the farm workers at this critical juncture, your secretary has urged Federation affiliates to communicate their views to Secretary of Labor Mitchell. Additionally, in order to counter the continuing heavy pressure being exerted by the anti-union growers in both Sacramento and Washington, D. C., all our central labor bodies have been asked to send appropriate telegrams to responsible public officials requesting, in the strongest possible way, that they support the agricultural workers' efforts to obtain rights long enjoyed by other workers, to continue to refuse the use of domestic workers and braceros as strikebreakers where labor disputes exist, to prohibit government agencies from participating in any actions giving aid and comfort to growers' anti-labor tactics; and, finally, to use the good offices of government to bring about voluntary negotiation meetings to settle disputes between growers and the union in the interest of all concerned. The latter, of course, is precisely what the reactionary growers are trying to avoid at all costs. Fearful of anything that might encourage negotiaitons and, therefore, recognition of the union organizing drive, these growers are loudly insisting that the revolt of the farm workers is only a plot of the "union bosses" to deny them imported Mexican Nationals.

This fantastic claim has been thoroughly exposed for what it really is, we believe, in the statement which summed up and capped our year's activities on behalf of the agricultural workers, and which was presented recently to the U. S. Senate Subcommittee on Migratory Labor.

Hearings Before U.S. Senate Subcommittee on Migratory Labor

The strongest statment to date of the California Labor Federation's support of the farm workers' great struggle for decent wages and conditions, for the right to organize and bargain collectively and to be covered by laws that protect other workers but exclude them, for the right to first-class citizenship for themselves and their families, was presented by your secretary on July 11 at hearings held in Sacramento by the U. S. Senate Subcommittee on Migratory Labor, under the chairmanship of Senator Harrison A. Williams, Jr., New Jersey liberal Democrat.

The hearings culminated the subcommittee's four-day visit to California, which opened with one day of hearings in Fresno, and was followed by a two-day inspection trip through the rich farm areas of the San Joaquin Valley. The purpose of the hearings, which have been held in various other farm states during the past many months, was to obtain first-hand

information and points of view on migratory labor problems, specifically in relation to bills pending before the subcommittee. On the agenda in Sacramento were measures designed to remove dual standards of public policy as they apply to agricultural labor, and included the extension to farm labor of the minimum wage and child labor protections of the Fair Labor Standards Act; the licensing and regulation of farm labor contractors; and federal aid for improving the housing and educational opportunities of farm labor families.

Spokesmen for the growers, for the State Departments of Agriculture, Education and others were present ,and on the side of the farm workers were, in addition to your secretary, representatives of the Agricultural Workers Organizing Committee, AFL-CIO, the Packinghouse Workers, the California Citizens Committee for Agricultural Labor, and of various community and religious groups.

The following is the statement read into the record of these hearings by your secretary:

STATEMENT BEFORE U. S. SENATE SUBCOMMITTEE ON MIGRATORY LABOR

Chairman Williams, members of the U. S. Senate Subcommittee on Migratory Labor, on behalf of the more than 1,300,000 men and women who make up the AFL-CIO in this state, I bid you welcome to California.

We are pleased that you have elected this particular time to visit California in view of the rapid developments that are taking place here in the field of agricultural labor. At a time when the state's corporation farmers and their powerful grower associations are trying desperately to stampede the state and federal governments into taking hasty action to smash the revolt of farm workers against years of abuse and public neglect, it is more than refreshing to have your committee come to California with an agenda that indicates understanding of the potentially explosive situation that has been fostered by the growers themselves, and the need, not for "panic button" action, but the development of public policies and programs geared to elevating farm workers and their families to first class citizenship and a level of "parity" in legal rights and dignity with brothers and sisters in non-agricultural industries.

This cannot be over-emphasized. With the permission of the committee, I want to take a few minutes to outline briefly the current situation in California, to impress upon you the urgency of the particular approach of your committee, and at the same time, to provide a framework for what we have to say concerning legislative proposals which fall within the scope of your agenda.

In recent months as you know, several important developments have taken place in the field of agricultural labor which have warmed the hearts of organized workers in this state and nationally. The state's recent bumper crop of cherries in the Stockton-Linden area, was 99 per cent harvested at price rates and under conditions negotiated on behalf of farm workers by the AFL-CIO Agricultural Workers Organizing Committee. This almost unprecedented victory was accomplished in the face of massive attacks directed against a virtually solid front of harvest workers by anti-union, corporate farm-dominated grower associations which have heretofore dominated the agricultural scene, and unilaterally determined the miserable conditions of farm workers that prevail in California. The cherry harvest saw one of the largest cherry growers in the world stubbornly allow the great bulk of his crop rot on the trees as he fought to break the union of harvest workers through unsuccessful efforts, first, to flood the countryside with strikebreakers, and then, in a last ditch effort, to import Mexican Nationals to rescue his crop from destruction imposed by his own actions.

The most notable aspect of these successes in the cherry harvest was the determination of the harvest workers themselves, through AWOC, to enforce negotiated wage standards and working conditions. Where it was necessary to take strike action and establish picket lines, most of the crop's 7,000 harvest workers observed these strike actions, and for the first time, the Department of Employment in California permitted farm workers to realize the small measure of protection granted them under the Wagner-Peyser Act and Public Law 78 by refusing to recruit domestics and certify Mexican Nationals where a labor dispute was in progress.

The victories achieved in the cherry harvest have carried over to some degree in limited areas of the state's apricot and early peach harvests. But the "main event," so to speak, is coming up in a week or so, when the state's major peach harvest begins, involving better than 80,000 farm workers. The eyes of the state and nation, indeed, are focused on this

harvest for what it may mean to the hopes and aspirations of farm workers for a better life.

The anti-union farm organizations and perennial supporters of "open shop" legislation have reacted to the organizational successes of the farm workers in a typical pattern of agitation for repressive governmental action presently being urged under the guise of saving so-called perishable crops. As in the past, they are demonstrating once again that they will stop at nothing to retain their stranglehold and virtual dictatorial control over the lives and working conditions of the men and women who make up the labor force in agriculture.

It is not necessary to review the pressures which powerful growers and their association are bringing upon the Governor's office and the U. S. Secretary of Labor to flout the letter and spirit of the Wagner-Peyser Act and Public Law 78, and revert to practices which can only intensify the basic problems which growers are facing today.

In this regard, portions of a statement which I presented on behalf of the California Labor Federation before the State Senate Fact Finding Committee on Labor and Welfare at "emergency" hearings in the state capitol less than a month ago bear repeating. I quote:

> "... The growers have been caught in a situation of their own making. If there is a present danger to perishable crops, it is the public that should be pitied and not the arrogant growers who have brought this danger about through the advocacy of government 'hands-off' policies.
>
> "Let us face the facts that what is happening today in agriculture is a mass revolt against the intolerable conditions which have been imposed upon farm workers by the availability of a vast supply of cheap imported labor and by the application of agricultural laissez-faire policies in the field of labor and socio-economic legislation.
>
> "In essence, what is transpiring in the harvesting of crops is much less a reflection of union organizational activity than it is an irrepressible uprising by workers against the miserable conditions which have been so long in the making. In a very real sense, the organizational activity involved is only a small factor trailing behind this rebellion.
>
> "Repressive legislation to block organizing will not put down the revolt and save the crops. It would only intensify the rebellion that is taking place and help to ensure the loss of perishable crops.
>
> "Organized labor has no more desire to see unsettled conditions in agriculture than the growers do. But those who believe that repressive labor legislation is going to bring about harmony and stability are sadly mistaken. History has demonstrated over and over again that such a relationship between an employer and his labor force is rarely achieved through unilateral determination of wages and working conditions. The best that employers normally can hope to gain from such an arrangement is a seething cauldron of resentment and discontent. Stability has been achieved only where both labor and management have had a voice in arriving at contractual agreements as to the terms under which labor is to be performed.
>
> "At this point in the harvest season, therefore, the only thing that can safeguard perishable crops is to permit the revolt of farm workers to find its organizational form so that mutually satisfactory conditions can be obtained to harvest the crops now maturing.
>
> "It is clear that if the real interest of the growers is to save their crops, they have no other course to follow. Any attempt to break down the present legal protections on the importation of contract labor as strikebreakers, and to force referral of job seekers to farms where a labor dispute is in progress will intensify the revolt, and thereby aggravate the dangers which the growers claim to be concerned about."

I have quoted at length from this earlier statement because it emphasizes that the public welfare must take precedence over the shortsighted positions advocated by grower groups. While in the immediate situation, it is necessary that the growing revolt of farm workers in California be permitted to find its organizational form so that crops can be harvested through the establishment of mutually satisfactory agreements on wages and working conditions, it is equally important that the Congress, and the State Legislature as well, start moving immediately in the direction of finding more permanent solutions to problems which have been long in the making, and which, therefore, require "long term" solutions. Dual standards of public law must be broken down. The protections demanded and received by the public in recent decades in the fields of

labor and socio-economic legislation must be extended to farm labor, and specifically to the most neglected segment of the agricultural labor force that constitutes the migrant farm work force.

In striving for social and economic justice, and equality in the eyes of the law for the farm worker, we must recognize that there is a great area of compatibility of interests between farmers and farm workers which public policy must seek to develop for the good of the economy. Basic is the full development of a dependable and adequate farm labor supply that will satisfy the varying requirements of agriculture. But nothing short of permitting agricultural workers to share in the public and private wealth of American society can accomplish this goal.

Nor can a firm and dependable domestic labor supply be realized as long as we continue a program which not only assures America's large agricultural producers a supply of cheap imported labor to replace domestics who are driven from the field because of the existence of dual standards in public policy for agricultural and non-agricultural workers, but which itself has been a major factor in displacing domestic workers and in depressing the conditions of life and labor of the farm worker.

We realize that Public Law 78 and other importation programs fall outside the scope of this committee's hearings. The programs' abuses and misuse are well documented; the need for wholesale revision, looking forward to eventual abolition, is equally well established. I want to make only two points regarding these importation programs, which must be kept firmly in mind by this committee as it pursues its "long run" objectives.

The first is that, irrespective of the insistence of large growers on an unrestricted supply of imported labor, it is suicidal on their part to foster increasing dependence on a source of labor supply, which either unilateral action of a foreign government or public demand for human justice in this country could cut off overnight.

The second point is that all the well intended programs that can be developed by this committee, and secured through Congress, cannot, in themselves, materially improve the lot of farm workers and their families, let alone rebuild the dofestic labor force, unless these importation programs, and particularly the bracero program, are brought under strict control.

Assuming that the committee recognizes these facts, we turn now to some of the programs and policies which organized labor believes essential for early Congressional action.

Organizational and Collective Bargaining Rights

In the current grower agitation to use the government's fist to smash the organizational efforts of farm workers, it is something more than ironical that the growers are demanding that the State Department of Employment and the U. S. Secretary of Labor refuse to recognize a labor dispute with regard to both the referral of domestic and recruitment of Mexican Nationals, unless it is found that a so-called majority of the growers' employees are involved in the dispute. Indeed, it is an insult to the intelligence of the general public and every legislator who know just how hard the growers have worked to prevent the passage of federal and state laws which would provide the democratic machinery to determine and implement organizational and collective bargaining rights, and to promote harmonious relations between labor and management.

In the California Legislature last year, Governor Brown proposed such a measure to supplement the federal Labor-Management Relations Act in intrastate commerce, which would have applied to agriculture. Supported by the California Labor Federation, the measure squeaked by the State Assembly only to be killed by the Senate Labor Committee as the result of an intensive campaign put together by the dominant grower associations, i.e., the Associated Farmers and the Farm Bureau Federation, which flooded the Capitol corridors with farmers more agitated by their reactionary leaders than informed on the issue. The fact is that the anti-union grower associations are so dead set against any government policy that would encourage settlement of labor disputes through recognition and negotiations with the union, that they are today opposed to even allowing the State Conciliation Service to intervene in the current labor disputes that are occurring in the harvesting of California's perishable crops.

The California Labor Federation will continue to press for organizational and collective bargaining rights under state law for farm workers, but we recognize that enactment of such legislation would apply only to intrastate commerce, and would not affect the few large growers who hire the bulk of the farm workers and who can only be reached through the

federal power to regulate interstate commerce.

We ask seriously: How long can Congress expect farm workers—who need union organization and collective bargaining so badly—to wait upon the passage of legislation to extend to them the most elementary rights taken for granted by other workers under the National Labor Relations Act?

At one time, early in the history of America, it might have been possible to argue for an agricultural exemption on the basis of the "family farm," which utilized a minimum of hired labor outside of the family. If this was ever true in America, it certainly is not true today in most parts of the United States, and least of all in California, which epitomizes corporate and large-scale farming. It is the giants in agriculture that employ the bulk of the hired workers.

In 1954—the latest year for which official census figures are available—only 5 per cent of our farms accounted for 70 per cent of all expenditures for hired labor, while less than 2 per cent of U. S. farms, the very largest—accounted for close to 50 per cent of all farm wage outlays. Since 1954, this concentration of the use of hired farm workers has undoubtedly increased. It certainly has in California.

Thus, today's typical farm worker is not a hired hand on a family-owned and operated farm. On the contrary, he is more likely to be in the pay of a substantial "factory in the field" engaged in the large scale operation of planting, cultivating, harvesting, and often in the processing and distribution of food and fibre. These are the most profitable units in American agriculture.

More significantly, it is these large producers who are driving the nation's family farmer against the wall and forcing many of them out of farming altogether.

Every effort to raise the standards of American farm workers is always met with the anguished outcry that the American farmer will be destroyed. This is unadulterated, hypocritical nonsense. According to the latest available figures, 53 per cent of all farmers use no hired workers at all, and on another 33 per cent the farmer and his family perform nearly all the work themselves. Clearly, the shocking economic status of the farm laborer is neither attributable to the 86 per cent of all American farm enterprises, nor could an improvement in the farm laborers' lot be viewed as a menacing addition to their cost.

The important point is that this 86 per cent of all farms is in direct competition with the 5 per cent at the top that account for 70 per cent of the total farm wage. To the extent that this small group of corporation-type farmers continue to maintain sweatshop conditions of wages and work, they continue to enjoy an unfair advantage over family farms by getting one of the elements of their production costs at bargain rates. Thus, the degradation of the hired farm laborer is having an inevitable effect on lowering the value of the labor of the family farmer and, hence, his family income.

These points have been made on a number of occasions by Secretary of Labor James P. Mitchell, and by farm organizations which truly represent the family farmer. Testimony of the National Farmers Union before a Senate Subcommittee on Public Law 78 bears quoting:

> "(The National Farmers Union) has never and does not intend now to weaken in its resolve that agricultural workers, whether domestic or foreign, regular farm hands or migrants, be assured of the same rights and opportunities for themselves and their families as are all other people living in this country.
>
> "This concern has a basis in self-interest as well as fair play. Farmers have learned that it is the existence of a ready supply of cheap labor which has contributed so greatly to the growth and vaunted efficiency of the corporation farm. The presence of the plentiful and docile supply of itinerant labor which can be turned on and off, as the need develops, by regional government officials sympathetic and attentive to the demands of large growers, canners, packers and processors, represents a threat to the well being of all family farmers. It cheapens the value of their labor, and that of their families. And when one considers that many small farmers work as farm labor during certain seasons, the added damage to their already insecure economic position becomes obvious."

It is apparent, therefore, that the extension of organizational and collective bargaining rights to facilitate the self-organization of farm workers for the betterment of their conditions of life and labor is not only in the interest of the farm worker, it is equally in the interest of the family

farmer. Only the big growers, who in the fields today represent the unorganized giants of the automobile and steel industries of yesterday, have a stake in perpetuating the system of twentieth century feudalism that dominates in California's rich valleys.

Rather than stepping forward briskly to extend to farm workers elementary rights taken for granted in other industries, the voters of this state are being asked, believe it or not, to approve public financing of a giant water project, which, without the application of anything comparable to the federal 160-acre limitation law, would enrich the corporate farmers and giant landholders by hundreds of millions of dollars, strengthen their monopoly stranglehold over the agricultural economy of this state, and add a new dimension to their economic and political power which has ground to standstill any legislative activity to materially improve the miserable lot of farm workers and their families.

Congress should recognize that the plight of the farm workers cannot be divorced from other public policies which promote the kind of factories in the field that are making a mockery out of America's concepts of economic democracy and its belief in a rural society based on broad patterns of land ownership by family farmers.

All of this is intended to underscore the urgency of making available to farm workers the machinery necessary to accommodate their demonstrated desire for self organization.

Although no such measure is on the committee's agenda, we take this opportunity to stress its fundamental importance in any legislation or body of legislation that is designed to advance the welfare of farm workers consistent with the public welfare. Under the American free enterprise system, which organized labor has always strongly defended, there is no other way of assuring farm workers the opportunity to benefit from the rapidly rising productivity of our agricultural economy. In the limited success achieved by AWOC in California, we have already seen wage rates increased approximately 25 per cent in cherries and apricots over rates paid a year ago. No minimum wage legislation, although necessary, can accomplish what organization holds out for the farm worker.

Recently one of the major farm organizations in the state (The Council of California Growers), while admitting the effect AWOC activities have had on raising wage rates 25 per cent in the apricot harvest, was quick to appeal to public support of its anti-union position on the argument that the increased rates will mean increased prices to the consumer. Without getting into the validity of this argument, we are content to rest our case on the recent testimony by the national AFL-CIO on the overall farm problem. In this, it was stated clearly and emphatically:

> "The American labor movement, which represents the largest organization of consumers in the country, does not want low prices at the grocery store based on the exploitation of farm proprietors, tenants, sharecroppers, or hired farm laborers, and we are confident most consumers share this view."

If it isn't the consumers that are being appealed to, then it's the emotionalism of "rotting crops." At all costs, it would seem, the crops must be saved from rotting on the trees. What about human beings? They have been "rotting" for a long time under dual standards of public policy.

We hope, gentlemen, that crops won't rot on the trees. But if the anti-union growers association want it that way, that is what they will undoubtedly get. Maybe its going to take a few rotting crops to shake Congressional and State Legislators out of their lethargy into realizing that people are more important than the dollar value of a few crops.

Minimum Wage Legislation

The enactment of minimum wage legislation should be considered as supplemental to the establishment of organizational and collective bargaining rights for farm workers. It is important here to remember that we are not discussing social justice, but minimum decency standards. The establishment of a minimum wage to raise family incomes and thereby achieve a minimum standard of decency won the acceptance of the nation a quarter of a century ago. Yet a dual standard persists, as if growers have some god-given right to run rough-shod over the human rights of individuals simply because they work with the soil and grow things.

Permit me to make it perfectly clear how California labor feels about this issue. As you know, a state minimum wage bill with provision for the inclusion of agriculture was killed by the Legislature at the 1959 session, again on the basis of

the economic and political power which the state's dominant corporation farmers were able to apply in the State Senate.

California today has no state fair labor standards act which provides for a statutory minimum, and our state is sorely in need of such legislation. The organized non-agricultural sectors of labor in California desperately wanted a state bill last year. But we made a decision early in the session that we would rather see the bill defeated than compromise out of coverage that segment of our labor force most in need of minimum wage protection, namely, the agricultural workers. A $1.25 per hour minimum wage bill could have been passed at the 1959 state legislative session, if the California Labor Federation had been willing to remove the farm workers from coverage. Somewhere, however, men of good will with a conscience must draw the line. And I can assure you we have drawn that line in regard to minimum wage legislation for agricultural labor.

In the defeat of the minimum wage bill last year, the legislature did adopt a resolution, SJR 19, memorializing Congress to enact a national minimum wage for agriculture. We hope this resolution at least will give some courage to Congress. We recognize, of course, that the powerful grower groups, in sanctioning the adoption of this resolution by the State Legislature, had tongue in cheek, and that they are just as opposed to a federal minimum as they are a state minimum. We hope, therefore, that this committee will question grower representatives sharply on whether they are actually as lacking in moral conviction as some of their activities in Washington and statements before this committee would indicate.

We hasten to emphasize again, however, that minimum wage legislation must be considered supplemental to the encouragement of self-organization and collective bargaining. It is not the means by which we can expect farm workers to achieve the status of first class citizens, or to participate in the high standard of living that is deemed characteristic of our economy.

The proposal in S. 1085 contains a built-in step increase which, after four years under extended coverage, would place agricultural minimum wage at the same level applicable to other industries and occupations.

In terms of political feasibility, we can understand this approach to a federal fair labor standards extension bill, but we cannot see any reason for political compromise beyond this point. We consider it essential that any measure advanced contain built-in provisions to assure the application of one minimum decency standard for all.

Accordingly, we do not believe there is any sound basis for distinguishing between larger and smaller growers. Indeed, as indicated previously, the family farmer, who has a great deal to gain by the establishment of higher wage rates in agriculture, would not suffer by the application of a minimum rate to the workers he may occasionally hire.

The distinction between larger and smaller growers can only be rationalized on a political feasibility basis. Our national goal must remain one standard for all, as we are all human beings.

Child Labor

Child labor protections should be a part of any fair labor standards legislation. Considering that agriculture is our third most hazardous industry, it remains a black mark on our nation's moral and social conscience that Congress should continue to tolerate the exemption of agriculture from the child labor provisions of the Fair Labor Standards Act in regard to employment outside of school hours. Some states, including California, have enacted child labor laws which in some degree affect child labor in agriculture, but as the background data booklet on migratory workers issued by this Subcommittee indicates, state child labor laws are almost totally inadequate in bridging the federal gap, quite apart from their lack of enforcement.

In California, the deficiency of child labor laws as they affect agriculture have, I am certain, been brought to your attention in the testimony of the State Division of Labor Law Enforcement of the Department of Industrial Relations.

Stripped of their emotional appeal, the sometimes pious efforts of growers to justify, on the basis of family work patterns in the fields, the employment in commercial agriculture of minors under 16 who should be attending school, are an admission of the deplorable conditions that prevail in agriculture. We have no doubt that in many family situations, children 10, 11 and 12 years of age and, even younger, must be put to work by migrant families in order for them to eke out a bare existence under the most substandard of substandard conditions. Frequently—and there have been many cases to demonstrate this—the child must

work to eat. But on this basis, any attempt to justify continued flagrant abuses of child labor would be the equivalent of saying that the remedy lies in compounding the abuse.

In a very real sense, the sad story of the farm worker who must put his child to work in order to be able to feed him demonstrates the need for a comprehensive approach to relieving the desperate situation of the farm worker and his family. Along with the full extension to agriculture of child labor protections in the Fair Labor Standards Act, must go organizational and collective bargaining rights, minimum wage protections, housing opportunities, and the provisions of health, educational and welfare facilities which will permit the farm worker family to achieve first class citizenship.

Farm Labor Housing

Within this framework, we are confident that this Committee is aware of the fundamental importance in making available adequate housing for farm labor families. It is understood that in order to make possible a decent standard of living for the farm worker families, every effort must be made to stabilize as much of the domestic farm labor force as possible, consistent with maximizing employment opportunities. Nothing is more important to the full development of our domestic supply of farm labor than family housing.

If adequate housing could be made available to farm labor families, and located in agricultural centers of the state, it would then be possible to develop a stable domestic labor force, which, within a resonable radius of the family housing location, could provide the labor for the great bulk of crop needs outside of the seasonal harvest peak. Such a domestic labor supply must be the core of our agricultural labor force.

This, needless to say, is impossible unless housing programs are developed which will permit the construction of rural family dwellings for rental and ownership within the means of farm workers. Further, since financing is the most tractable item in housing costs, the problem is essentially one of providing the proper financing vehicle. Apart from public housing, any private housing program that pretends to meet family housing needs of farm workers must provide money at interest rates below the cost in today's mortgage markets. Insured housing programs, patterned after FHA and VA programs, which aren't even meeting the needs of industrial workers for moderate income housing, cannot possibly be considered an adequate solution to farm labor family housing. We urge federal government enactment of programs which will make available for farm labor family housing long-term direct loans with interest rates based on the cost of federal government borrowing, as an upper limit, and interest-free loans where subsidized low-cost private housing is necessary.

Such programs, combined with the extension of low-rent public housing to rural areas, should be geared to providing sales and rental housing both on an individual family basis, and through incentives for the formation of bona fide housing cooperatives for farm labor families.

It is time that we start raising our sights regarding what can be made available to farm labor families in the way of housing. Housing programs, in a very real sense, are the way to developing and stabilizing as much of our farm labor force as possible, to maximizing employment opportunities in agricultural areas, establishing the base for self-organization, and thus, to make it possible for farm labor families to participate in America's highly touted standard of living as first class citizens. Rural public housing and low-cost, long-term financing for private and cooperative housing are the only basis on which home ownership can be extended within the financial means of farm labor families. Let's not delude ourselves that it can be otherwise.

In this regard, we deem it of utmost importance that any federal housing program for labor families be divorced from providing assistance through employers. Government-sponsored employer paternalism has no more place in housing for agricultural labor than it does in providing housing for the rest of our labor force. As a nation, we would not think of developing a housing program to meet the family needs of employees of General Motors by providing government assistance to General Motors. Why then, should we think of providing housing for farm workers and their families through assistance to corporation farmers, many of which are big enough to be listed on the New York Stock Exchange the same as General Motors? By the same token, for the migrant labor force that cannot be stabilized, we urge also that any federal program to provide better housing in labor camps be divorced from employers.

This is not to imply that we would pro-

hibit or abolish the provision of housing by growers. On the contrary, such housing in many areas may be essential. Government responsibility here must be to establish and enforce standards befitting human beings. In California, we are fortunate in having standards that are considerably higher than those existing in most parts of the country. But even those camps which meet California standards enforced by our State Division of Housing, as a general rule, cannot by any stretch of the imagination be said to represent our so-called American standard of living.

In agriculture, where it comes to judging the housing quality, it seems that we must put on another pair of glasses, and it helps if they are tinted. Housing which in urban areas would be classed as slums, in agricultural labor camps takes on the color of adequacy.

The federal government has a keen responsibility for establishing and enforcing fully adequate standards for housing of interstate migrants, as well as braceros, where at least comparable standards are not imposed and enforced by state and local governments.

Federal programs which go beyond the establishment of standards, and which are designed also to assist in the provision of migrant housing, should be undertaken either directly as federal projects, or in cooperation with state and local agencies. Again we urge, as in the case of housing for that portion of the labor force that can be stabilized within a given locality, that the need is dictated by the facts concerning what has taken place in California with regard to the ever-increasing importation of workers from Mexico.

According to Department of Employment figures in June of 1951, family housing was available in 82.6 per cent of the crop-area-activities offering housing. By April 1955, with the vastly expanded use of braceros, this was reduced to 51.1 per cent. As of March of this year, the amount of family housing dropped to only 26.7 per cent.

What this means in concrete terms has been analyzed by the research staff of the Agricultural Workers Organizing Committee in Stockton.

It means, for example, that family housing, and or camp sites, which were available in 1951, are no longer to be found in San Luis Obispo County, San Diego County, San Bernardino County, East Riverside County and a number of other areas.

The statistics mean that a family wishing to work in apples, berries, beans or other crops in Santa Cruz County will find no family facilities whatsoever. The same is true in horticultural and agricultural work in San Mateo County. Family housing is no longer to be found in Santa Clara County, even in the prune harvest, which is probably the state's largest user of migratory family labor.

There is no family housing in the Lake County pear harvest, the Mendocino County hop harvest, the Napa County grape harvest, and the Sonoma County apple harvest. There is no family housing to be had in San Joaquin County, with its immense tomato, grape and other harvests. There is none in Stanislaus County, with its rich peach, almond, and walnut harvest. None is to be found in the harvest areas of Sacramento, Solano, Yolo, Alameda or Contra Costa Counties.

All of these are crop areas that have become heavy users of bracero labor.

This, then is part of the sad story of bracero labor brought about by the shortsighted policies of big growers, to the detriment of both the domestic migrant farm worker family and the small farmers who have been robbed of a good portion of their domestic supply of good agricultural labor.

Gentlemen, I stated earlier that we could not divorce the problems of farm workers from the foreign labor importation programs. Nowhere are the ramifications of bracero use more evident than in farm labor housing. We can discuss the plight of the farm worker and his family until we are blue in the face, but we will never be able to piece together a constructive program on his behalf until Congress faces squarely what has developed out of the loose importation of contract nationals. Then we can start talking about piecing together a decent standard of living for human beings who have been reduced to the level of economic and social outcasts because of a moral callousness that exists in these United States for a substantial sector of our labor force.

Decent housing, we believe, is an essential part of any concept of an American living standard for the people who work to produce the food and fibre of our wealthy nation.

Educational Assistance for Migrant Children

In this vein, also, we must look at facilities.

The availability of community facilities for the health, education and welfare of farm workers and their families, in the final analysis, will perhaps determine whether or not equal opportunity for farm labor families will remain a myth in our advanced economy or become an achievable goal. For that portion of our domestic farm labor supply which can be fully developed and stabilized in agricultural production areas with the development of family housing, there is no problem that cannot be resolved within the framework of expanded federal and state aid programs by communities that are willing to recognize that their labor resources form an essential part of community wealth. The movement of migrant families in and aut of farm areas, however, presents a problem in the provision of community facilities that can be solved with determination, but only if America is willing to apply also some of the imagination and ingenuity that has contributed to our economic wealth.

We are confident that experts who have worked so long and hard in this field (like Helen Heffernan of the State Department of Education, who appeared before the Committee in Fresno), have been able to present valuable testimony which we cannot begin to duplicate.

We are convinced, however, that in the provision of education facilities for migrants and their families, federal assistance programs are fully warranted. S. 2864 and S. 2865, before the Committee, which would provide federal assistance for summer schools for migrant children, promote interstate cooperation, educational program development, materials demonstrations, and other activities for migrant children, and which also would help states with serious migrant worker problems to organize instructional programs and stimulate local activity and interest, certainly fall within our concept of federal action which would bring forth long term solutions to many of the migrant education problems.

While we in labor cannot claim expert knowledge in this field, we nevertheless know that real progress cannot be achieved in making educational opportunities fully available to migrants and their children without putting to work the many people who have dedicated their lives to finding solutions to the problems at the community level, inside and outside of governmental structure.

Financial contributions which the federal government can make available for this purpose should be considered research funds for democracy and equal opportunity. We certainly believe that such funds should have a priority equal to those which are made available in present "parity" programs for farmers. As we indicated earlier, organized labor believes it is about time we start doing something about "parity" in living standards for farm workers and their families.

Farm Labor Contractors

Finally, there are a few remarks which we want to place before the committee regarding farm labor contractors.

Here again, California numbers among the favored states in having licensing and regulation under state law administered by the Division of Labor Law Enforcement in the State Department of Industrial Relations. Although regulation in California is perhaps more effective than in most parts of the nation, I am sure that Labor Commissioner Sigmund Arywitz, in his testimony before the Committee, did not leave you with the impression that all malpractices of labor contractors have been brought under control in this state.

On the contrary, there are many labor contractors operating interstate who manage to escape California licensing and regulation, and who undoubtedly number among those labor contractors profiting on human misery.

We urge, therefore, early enactment of strong federal licensing and regulatory legislation within the Department of Labor that will supplement California's activities in this area.

We favor, of course, the more comprehensive of the two bills before the Committee, namely, S. 2498. The justification for enactment of such legislation, apart from known abuses suffered by migrants at the hands of labor contractors, exists in the very nature of the labor contractor's operations. In every sense of the word, migrants who work under labor contractors are almost completely at their mercy. Any licensing and regulatory law must give assurances of honesty in operation and financial responsibility. No labor contractor should be permitted to operate who cannot post a bond to ensure his integrity and financial responsibility.

In conclusion, I think it can be said that the labor contractor problem epitomizes much of the cruelty—the lack of social conscience and moral integrity—that has victimized the farm worker, and that today must haunt the conscience of every American who believes in concepts of economic and social justice. In twentieth century America, when human misery can become

the trade and prey of men with the tacit sanction of society, the time has arrived for a reawakening and basic examination of our values. This is a responsibility that extends to growers, to organized labor, to the public, and especially to those who put themselves up to the public to be their representatives.

This committee, we believe, is evidencing its responsibility by having come to California at a time of "crisis" in our rich valleys—by shunning the "panic button" urged by some short-sighted growers and grower associations—and by seeking answers to problems the solution of which offer the only real hope for alleviating the plight of farm workers and their families.

We appreciate the invitation that has given us this opportunity to appear before your Committee.

As We Go To Press . . .

As we go to press, fast-breaking developments of the last few weeks may be summarized as follows:

July 15—The AWOC offered the peach growers the opportunity to bargain in advance for an orderly peach harvest. (On July 20, this was rejected by the California Peach Canning Association on the grounds that this was a matter for individual members of the association to decide.)

July 16—DiGiorgio Fruit Company, whose pear orchards in Yuba County were being picketed by the AWOC, obtained a temporary restraining order in the Yuba County Superior Court forbidding the Farm Placement Bureau to refuse to send domestic farm workers to picketed farms. This order was unique in that it lacked the usual "show cause" provision which would have permitted the Department of Employment to continue to withhold workers from struck ranches pending a hearing on the temporary restraining order on July 22.

July 18—The Farm Placement Bureau began to send domestic farm workers to the DiGiorgio pear orchards, although many refused employment when informed of the strike.

On this same day, Secretary of Agriculture Ezra Benson blasted Secretary of Labor James P. Mitchell's ruling on the validity of agricultural worker strikes as a bar to importing Mexican Nationals, charging the ruling to be "unfair" to the growers.

July 22—State Attorney General Stanley Mosk filed to remove the DiGiorgio pear orchards restraining order case from the Yuba County Superior Court to the Federal District Court in Sacramento. This action postponed the hearing on the temporary restraining order.

July 23—DiGiorgio Fruit Company, charging that the Farm Placement Bureau was unable to supply a sufficient number of farm workers to its pear orchards asked the Department of Employment to sanction the importation of 300 Mexican Nationals. Employment Director Perluss referred this request to the regional office of the U. S. Department of Labor, which promptly forwarded it to Washington, D.C.

On this same day, the Federal District Court ordered the Department of Employment to send domestic farm workers to struck orchards but stated that federal officials must decide whether or not to bring in Mexican Nationals.

July 29—Secretary of Labor Mitchell refused to sanction sending 300 Mexican workers to DiGiorgio's orchards under the existing circumstances, as this would be "tantamount to supplying alien strikebreakers."

July 30—Furious growers sent a scathing telegram to Secretary of Labor Mitchell, demanding that his ruling be vacated until they were given an opportunity to present "evidence" of the need for Mexican Nationals, and charging that "the actions of your department reflect complete disinterest in safeguarding the harvesting of highly perishable crops and an inordinate interest in unionizing farm workers."

On this same day the AFL-CIO organizing committee pulled pickets off the two DiGiorgio orchards because the big farm corporation had upped its wage rates and was meeting AWOC's minimum demands. Actually, the pickers were averaging $1.50 an hour—never before had DiGiorgio paid that much.

August 1—The Federal District Court referred back to the Yuba County Superior Court the order requiring the Department of Employment to refer domestic workers to the DiGiorgio ranches through the AWOC picket lines. This had now become a purely legal issue as the pickets had returned to these ranches.

On the same day, Secretary of Labor Mitchell, at the request of George Meany, further postponed, from August 8 to August 22, public hearings on growers' proposals to modify public employment service regulations governing the referral of farm workers in labor disputes.

August 3—Secretary of Labor Mitchell withdrew Mexican Nationals from the Tom Bowers ranch in Gridley where AWOC members, striking for better conditions in the peach harvest, were noticeably angered by the continued use of these Nationals. Mitchell's withdrawal of the braceros was done under federal regulations which may be invoked to protect "the lives, health or safety of Mexican workers."

On the same day, rancher Tom Bowers agreed to "meet with" AWOC officials.

Also on this same day, the Butte County Superior Court ordered the Department of Employment to refer domestic workers to the Bowers ranch. A "show cause" hearing on this order was set for August 15.

August 4—The meeting between AWOC officials and Bowers' representatives ended inconclusively.

On this same day, the Mexican government informed the U. S. Department of Labor that it wanted its Nationals removed from struck farms as soon as picket lines were thrown up by American workers.

August . . . September . . . October . . .

WATER ISSUES

Throughout the past year the Federation maintained and fought for its historic position in regard to the development of our water resources, as it has done, year in and year out, for the past several decades. Although the battle was waged on both federal and state levels—on the San Luis Project bill before Congress, and on Governor Brown's water bond program to be decided by the California voters in November—the essential issue involved is the same in both, that is, the inclusion of the anti-monopoly, anti-speculation provisions of federal reclamation law.

As reported in detail to the 1959 convention, the San Luis Project, besides being an important unit in the integrated Central Valley Project, is considered to be absolutely essential to the Governor's $1.75 billion state water program, as all water deliveries by the state in the lower end of the San Joaquin Valley and in Southern California would utilize the so-called joint facilities of the San Luis unit. Under the bill authorizing this unit, it was proposed that the federal government would finance construction of one million acre feet of capacity for the irrigation of some 450,000 water-thirsty acres on the west side of the San Joaquin Valley, with provision for state financing of additional capacity for state water delivery to lands bordering the federal service area and other lands in the lower end of the valley as well as in Southern California. Thus, the San Luis dam would become a joint use facility.

San Luis Project Authorization Bill

The battle raged in the Senate in the spring of 1959 over the inclusion in the San Luis Project bill of a provision exempting large landowners from the anti-monopoly provisions of federal reclamation law. After five days of bitter debate, the Senate dropped the disputed exemption and passed the bill. Our fight then shifted to the House of Representatives, whose bill contained the same objectionable provision. It was still in the bill when it came from committee in the closing days of the 1959 session, but instead of its moving to the floor of the House, the big landowners' lobby succeeded in having it bottled up in the House Rules Committee to await the 1960 session. It was common knowledge that they feared it would not be possible to get the San Luis Project bill through the House unless the escape provision was dropped, but the inclusion of the monopoly loophole had been made a condition of their support of the whole measure, so delay was necessary. There the matter rested until the beginning of 1960.

On the eve of the new year, Secretary Haggerty directed a letter to each of California's thirty Congressmen, urging them to support a "clean" San Luis Project authorization bill, which would permit early development of water for thirsty lands on the west side of the San Joaquin Valley, and block efforts to use the state as a pawn in obtaining delivery of federally-subsidized water to giant landholders and speculative interests without the protection for the people of reclamation law.

During 1959, the Federation had sent three statements to Congress on the San Luis issue, all of which are contained in the secretary's report to the 1959 convention. With his letter to the Congressmen, Brother Haggerty reissued the last of these statements, which warned of a "three-pronged attack in Sacramento and Washington to thwart the aims of federal water policy and allow future irrigation projects in California to fall under the control of a few corporate absentee owners who hold huge tracts of land in the San Joaquin Valley."

Early in February, it was reported that the author of the House bill, Congressman B. F. Sisk of California, was moving to have the exemption loophole removed when the measure reached the floor of the House. Again, Secretary Haggerty communicated with the California Congressmen, asking them to join in the move to "clean up" the bill, and at the same time urged all affiliated organizations to press this position in letters to their respective Congressmen.

It was also reported at this time that the Rules Committee would "momentarily" clear the bill for House action. This proved to be an illusory hope, for no move in this direction was taken for two months. Meantime, the monopoly interests worked vigorously to block the measure until assurance was given that the reclamation law exemption would be retained.

During this period, the Feather River Project Association, purportedly an organization formed to promote the state water program, showed its true colors. In a "San Luis Resolution" adopted by its board of directors, the Association urged the approval of the bill with the exemption provision; failing that, it demanded that the San Luis Project bill be killed; and if, in spite of everything, the bill was passed with the exemption removed, then its position was the same as that of the big land interests, i.e., that the state should proceed to construct the San Luis Reservoir and other joint use facilities as part of the state project, with the right of the federal government, as might be agreed upon, to provide the necessary storage capacity therein to serve its so-called federal San Luis area—this, without the slightest consideration given to the probable added cost to the state of some $50 million.

On April 8, these maneuvers bore fruit; by a voice vote, the Rules Committee refused to give clearance for floor action to the San Luis Project Authorization bill. After this it appeared very doubtful if any action could be taken by this Congress on the measure, although Congressman Sisk, with the active support of hard-core water development groups, including, of course, the California Labor Federation, immediately set to work to revive the bill.

Without delay, your recently elected secretary-treasurer sent the following communication to all state AFL-CIO organizations in western reclamation states:

"I am writing in regard to the so-called San Luis Project Authorization Bill for California (H.R. 7155), which last week was refused clearance by the House Rules Committee for floor action.

"Under this authorization bill, the San Luis Project would be constructed as a unit of California's Central Valley Project for the delivery of water to thirsty acres on the west side of the San Joaquin Valley which will soon go out of production unless the project is constructed.

"Provision is also made in the bill for a joint federal-state undertaking so that the project itself may be built on a larger scale to accommodate integration with California's proposed state water program. In other words, the bill authorizes federal-state construction of joint-use facilities, with water deliveries from these joint-use facilities by both the state and the federal government.

"The problem of securing authorization through Congress has been severely complicated because big monopoly land interests in California are seeking to use the state tie-in with the project as a means of escaping the so-called 160-acre limitation in reclamation law. Although the deliveries made by the state out of the project would utilize federally-subsidized facilities, section 7 of H.R. 7155 specifically exempts these state deliveries from reclamation law. California labor has led the battles to remove the exemption provision, and it was on this basis that the Senate last year passed a companion San Luis authorization measure. On the House side, however, the monopoly forces successfully pressed H.R. 7155 through the House Interior Committee with the exemption provision still in the bill, which is the case at present as the measure rests in the House Rules Committee.

"The California Labor Federation, recognizing the importance of securing authorization of the San Luis Project this session, has worked diligently with liberal groups to remove the reclamation law exemption and secure passage at this session of Congress. The author of the bill, Congressman B. F. Sisk (D. Fresno) in recent months has come to the conclusion that the exemption must be removed in order to obtain passage through the House, but in doing so, he has incurred the active opposition of major monopoly landholders in the state as well as other promoters of the California water program, who insist that the San Luis Project Authorization be

passed only if the exemption from federal reclamation law is retained in the bill. These monopoly groups were the primary forces which swayed enough votes in the House Rules Committee last week to hold up clearance of the bill for floor action.

"The issue which confronts California and the reclamation states at the present time, therefore, are two: (1) the failure to give clearance to the San Luis Project Authorization Bill threatens to stall all reclamation development in the west, and (2) at the same time, in working to prevent such a moratorium on western projects, it is of utmost importance that the San Luis Project Authorization Bill be cleared for House action only on the condition that it be amended to remove the exemption from the nation's historic anti-monopoly, anti-speculation protections in reclamation law.

"We are urging, therefore, that you communicate with your congressmen to place pressure on the leadership of the House of Representatives to secure clearance of the bill by the House Rules Committee, but only on the condition that the bill is to be amended on the floor to apply reclamation law to the entire project, without the emasculating exemption placed on the so-called state water deliveries which would utilize the federally-subsidized joint-use facilities of the project.

"Your urgent cooperation is requested both for the future development of reclamation projects in the West, and to protect the taxpayers against monopoly and speculation in the development of such projects.

"I am enclosing for your information a statement on water issues before the House of Representatives as submitted to California congressmen by the California Labor Federation, AFL-CIO. I believe you will find the statement useful in explaining the interrelationship of the San Luis Project to the so-called California water program, and the efforts of monopoly interests to undo reclamation law.

"With best wishes and kindest regards, I am

"Fraternally yours,

"Thos. L. Pitts, Secretary-Treasurer."

A month later, House support of the measure had greatly increased. The stranglehold of the Rules Committee was broken, and on May 18, after heated debate, the House voted 210 to 181 to delete the controversial section 7 exempting giant landholdings in the valley from the anti-monopoly provisions of federal reclamation law. Then, overriding opponents' attempts to block further action by re-referral to committee, federal-state construcion of the San Luis Project was approved by voice vote. Senate approval of various House amendments to its own version was quickly obtained, and the measure went to the President, who signed it into law on June 3, 1960.

California Water Bond Program

During the past months, the California Labor Federation has been called upon many times to set forth and to support with facts, figures and arguments the Federation's position in regard to the state water bond program which will come before the voters at the November election. This position, embodied in the statement of policy on water resources development and in Resolution No. 81, "Distribution of California Irrigation Water," was unanimously adopted by our 1959 convention, and, as will be remembered, was a reaffirmation and extension of our historic approach to water development in our state and nationally. Our fundamental criticisms of the Governor's $1.75 billion water development program were based on that approach.

Hearings Before Assembly Interim Committee on Water

On September 25, 1959, Don Vial, executive assistant to the Federation's secretary, appeared before the Assembly Interim Committee on Water to state our position on the California water development program. In a communication directed to Secretary Haggerty, Chairman Carley V. Porter of the committee raised certain points in connection with Mr. Vial's testimony. These points were thereupon amplified and discussed further by us in the following written statement relative to "the operation of the so-called principle of supply and demand to the extent of full repayment by beneficiaries of allocated costs as a restraint upon unjust enrichment in the California water development program," and submitted to the committee at a subsequent hearing on November 5.

STATEMENT BEFORE ASSEMBLY INTERIM COMMITTEE ON WATER

The California Labor Federation, AFL-CIO, is pleased to have the opportunity

to respond to Chairman Carley V. Porter's letter dated October 16, 1959, directed to Secretary-Treasurer C. J. Haggerty, concerning the testimony of Federation representative Don Vial, before the Assembly Interim Committee on Water, September 25, 1959, in support of anti-monopoly, anti-speculation (unjust enrichment) protections in the distribution of benefits under the proposed water development program.

In his testimony, Mr. Vial made reference to the policy vacuum that exists in the state not only in regard to protections against monopoly and speculation in the distribution of benefits, but also in regard to the allocation of costs between project beneficiaries, related pricing and subsidy questions, and policies which shall govern the determination and economic feasibility of various units of the State program. The Federation, it was pointed out, went firmly on record at its 1959 convention in San Diego that this policy vacuum must be filled before the $1.75 billion water program goes to a vote of the people in November 1960.

In regard to anti-monopoly, anti-speculation protections specifically (which have generally come to be referred to as anti-enrichment protections), it was reiterated that Federation support of the water program is contingent upon enactment of protections at least equal in strength and purpose to those in federal reclamation law. The basis of this demand, in turn, was described as resting upon (1) the amount of subsidy, if any, to be realized by irrigation users, and (2) the enhanced value of land resulting from its greater productivity as water is brought to land by the people. The anti-monopoly, anti-speculation provisions of federal reclamation law, it was noted, are predicated upon both of these concepts.

In response to questioning by Chairman Porter, it was pointed out that while the Federation would hardly be in a position to ask for restrictions on water deliveries based on subsidies, if in fact no subsidies were involved, there would nevertheless be the need for protections against unjust enrichment that would be derived by large landholders as the result of water being made available by the people, apart from any subsidies which may or may not exist. As an alternative to the so-called 160-acre limitation in reclamation law, Mr. Vial discussed the possibilities of placing a dollar limitation on so-called enrichment from both subsidies and enhanced land values.

Chairman Porter's letter clearly indicates an intent that there shall be no subsidies for irrigation water users, and further, with regard to unjust enrichment which may stem from enhanced land values, that perhaps the application to an avowed state "business operation" of the business concept of "supply and demand", at least to the extent that project beneficiaries fully repay the allocated cost of the project's services they receive, "would provide a more effective, direct and fair restraint upon unjust enrichment for water users than any other method yet devised.

We would point out first, as Mr. Porter himself indicates, that there are no assurances whatsoever that there will be no subsidy to irrigation water users in state projects. We reiterate the policy vacuum that exists in this regard, and note specifically that mere statements that project beneficiaries will fully repay **allocated costs** does not rule out the possibility of subsidies, when we are also without any policy or criteria on the allocation of costs. By way of example, we pointed out that if power is sold at a price higher than necessary to recover the full cost of developing that power, power users will be paying a subsidy for water users somewhere along the line.

We therefore assume that if the concept of "no subsidy" is to be implemented, policies will be enacted which require water users to pay the full cost of deliveries at any point of delivery without power subsidies or without any contrived allocation procedures which would have the effect of reducing the calculated cost of water deliveries below actual cost.

Assuming, however, that there will **actually** be an elimination of subsidies by policy action (and therefore the "subsidy" basis for imposing restrictions on water deliveries) we turn now to Mr. Porter's theory of "supply and demand" in relation to water pricing and repayment of allocated costs as a restraint upon unjust enrichment stemming from enhanced land values.

At the outset again, however, we must question the basis for invoking the concept of "supply and demand" as a "business principle", and applying it to a major water development project by the state. If private enterprise, based on the principle of supply and demand, could not undertake the basic water development program being proposed to the people as a state undertaking, why should the principle of supply and demand that

has failed in this regard be forced on to the government as a policy guide for pricing and payment of costs? Might we not be dooming the state to failure also? We are of the firm opinion that basic resources development, where private enterprise cannot possibly undertake the responsibility, is not in any sense a business operation on the part of the government.

But even conceding this, however, the concept of "supply and demand" advanced in Mr. Porter's letter appears to us to be a vague concept with a theoretical potential for rationalization, but without a realistic base for application that can give it any meaning. The concept of "supply and demand" within the operation of our private enterprise economy has a meaning that the demand for scarce goods, through the pricing mechanism, will invoke the development of a supply at a fair profit to the supplier. It does not appear to us in Mr. Porter's letter that it should be the intent of the state government to profit on the water development program. On the contrary, it appears that this concept is to be invoked only to the extent that allocated costs of water development are recovered. Thus, at the outset, there is an extremely tenuous relationship between the concept of "supply and demand" and the pricing mechanism for the repayment of allocated costs.

Rather than being based on the concept that demand for water in relation to supply, in various parts of the state, should determine where the water should be distributed through the pricing mechanism, we would point out that the California water program was developed by a somewhat arbitrary allocation of water to various service areas and uses, and that only now is it being suggested that the price of deliveries be sufficient to repay full allocated costs. If "supply and demand" is to have any meaning in relationship to pricing and repayment of costs, then anywhere along the aqueduct where a possibility for a greater return on investment exists, that area should get the water, irrespective of amounts that now may be allocated to various service areas. This may be a suitable concept for rationalizing the transportation of water from one hydrographic area to another, but it does not necessarily mean the most economic development of a limited resource which should govern a water development program. In other words, invoking the concept of "supply and demand" only to the extent of repaying allocated costs where the water deliveries themselves are allocated by service areas is in itself a tacit admission of the nebulous practical application of the concept.

In regard to the specific points raised in Mr. Porter's letter, the first is that charging irrigation users full allocated costs, (assuming no subsidies) will prevent unwarranted enhancement of land values on the premise that it is the cheap subsidized water which creates windfall land values because the land market capitalizes most of the subsidy. We would agree that the higher the price for water paid, or conversely, the lower the subsidy, the lower the resultant enhancement of land values as a result of water brought to the land. However, we cannot agree that if full allocated costs are paid that major landholders in the lower end of the Valey will not be unjustly enriched as a result of the activities of the people in this state in the development of water. So long as it is the intent to deliver the water at a price that it can be used, thereby increasing the productive value of the land by some amount, those holding vast amounts of land are going to be enriched out of proportion to those holding much smaller amounts, such as the family farmer. Is this to be the policy of the state? Whatever the price, within limits of the use, each unit of land of the same quality will be increased in value by the same amount. In the lower end of the Valley, it is almost completely meaningless to say that the application of "supply and demand" will have the desirable effect of increasing the wealth of an area as the intended purpose of water development, because 63% of the area in question is owned by a relatively few individuals and corporations. Is it to be the policy of the state to fortify and entrench this kind of ownership pattern in the development of a basic resource?

We repeat, so long as certain amounts of water are allocated for use in a given area, it is reasonable to assume that even under the "supply and demand" concept invoked that prices will be set at levels where the water will be used.

In this regard, the question is raised in Mr. Porter's letter that if recovering costs does not provide sufficient limitation upon enhancement of land values, then the question is asked "How far should the state go?", "Should it make a profit on water?"; and "Is there justification for imposing so-called extra market restraints that are not part of our traditional business operation?" Obviously, if the "supply and demand" principles borrowed from business were fully invoked, the state should take a profit. Our state

government, however, does not operate for profit, nor do governments generally undertake the responsibility for basic resources development to bring a profit to the treasury. On the contrary, they usually undertake such programs, as in the case of the federal government, to profit the people through the widest possible distribution of benefits. Again, policy is needed where policy is lacking on the state level in this regard.

The second argument raised in Mr. Porter's letter is that realistic pricing can effectively preclude subsidy to irrigation water, whereas an acreage limitation, for example, does not limit the subsidy itself. Rather, it is argued, that the more stringent the acreage limitation, the more likely it is that lands will be kept out of the project service area and thereby make repayment more difficult. It is argued further, that a vicious circle can occur in that the more we limit subsidy to each landholder, the more subsidy is required for the irrigation project purpose in the payout period.

In regard to this argument, it should be pointed out that the California Labor Federation is not taking a position on whether or not there should be a subsidy on irrigation water. We have merely stated that if there is to be a subsidy, it should be by a conscious policy determination, and there must be some kind of a limitation on the amount of subsidy which can accrue to any one individual. On the other hand, we have stated what appears to us to be the position of many farmers, namely, that they cannot use the water if they must pay prices based on the full allocation of costs. On the other hand, Mr. Porter's letter indicates that there are many farmers who claim that they can pay the full cost. We have also made the point that if this subsidy issue were taken out of the area of speculation by a policy declaration, that we might find a basic realignment of support or opposition to the project from farm groups.

Further, in regard to this second point in Mr. Porter's letter, it is stated that limitations on deliveries, such as an acreage limitation, have the undesirable effect of keeping lands out of the service area. Indeed, this is the threat made by large landholders who oppose limitations, but their threats have not been borne out in the experience of the application of the excess lands provision under federal reclamation law to CVP units. On the other hand, if the large landholders, by their participation in a project, can actually determine its feasibility, then we say categorically that such power must be broken up if any state water program is to have an objective other than the entrenchment of that power.

The third point raised in Mr. Porter's letter is that limitations on water deliveries are inconsistent in certain regards with public agency preference in the distribution of public power as a policy also advocated by organized labor. The argument here appears to be that an enrichment question is involved in low cost power (priced to pay the cost of providing that power without subsidy) only if public preference in the distribution of power is provided for. We submit that some benefits from low cost power are realized also even if private agencies are permitted to extract a profit in the distribution of the low cost power which may be sold to private agencies. The point in the preference question is whether or not users should be permitted to take advantage of obtaining that low cost power without paying a profit to someone. The idea that there can be enrichment to the so-called wealthy and large corporations who use cheap public power because if there was not public distribution they would have to pay a higher price through private agency distribution, ties enrichment to whether or not some third party is going to be allowed to make a profit on public power. We do not believe that the comparison is valid or that it is any way enhances the argument advanced for application of a "supply and demand" concept to water development.

In regard to the point made in Mr. Porter's letter that use of water for urban and industrial purposes can also enhance land values and result in land speculation, we would agree with this possibility. This is a new problem only to the extent that the California water program has an industrial and domestic supply purpose that has been largely lacking in major projects undertaken under the CVP. The fact that the California program is broader in scope should not mean that we continue to concern ourselves only with enrichment in the use of irrigation water and ignore enrichment from application of the water to other uses.

The fourth point in Mr. Porter's letter relates to a declared lack of understanding why a subsidy is supposedly necessary for the small farmer who is purportedly unable to pay the full cost of water while the same price results in exorbitant profits for the large owner. We do not believe that this point is pertinent to our

testimony. We have not said that a subsidy is needed for the small farmer, and that it produces exorbitant profits for the large landholder. We have pointed out only that small farmers claim they need the subsidy if they are to use the water. Whether or not large farmers need it also, we do not know. Our point is that if there is a subsidy, we believe that both the small farmer and the large farmer will profit from the subsidy. In our opinion, it is then a question of public policy of how much profit we are going to allow to accrue to individuals at the expense of the public.

Finally, in the fifth point in Mr. Porter's letter, it is stated that Federation calculations on enrichment do not allow for the rather large investments that water users must make to utilize the water delivered at canal side by the state. We are well aware of these additional investments, but we do not see how they remove the potential from enrichment which may stem from state subsidy or public activity on the part of the people. It would appear to us that these local investments are to take advantage of the water supply provided by the state, and therefore, should not be looked upon as a factor for the removal of the advantages of a state supply.

In conclusion, we reiterate our position that when the state undertakes a project as fundamental in importance as that proposed in the California water program to the future growth and development of our state, it is unthinkable that such undertaking should be without policy declarations governing its purpose and the distribution of benefits. We do not believe that the concept of "supply and demand", in the application of so-called business principle to government activity, provides any effective restraint on unjust enrichment for water users when in fact, the application of the principle must be cut off to accommodate the implied judgment that price should be governed by repayment of full allocated costs. The invoking of supply and demand on this basis appears to us to be more of a rationalization of certain pricing policies in the search for a criteria that will give the proposed project financial feasibility than a means for controlling unjust enrichment.

Hearings Before State Senate Fact Finding Committee on Water

At hearings in Los Angeles on November 19 and 20, 1959 before the State Senate Fact Finding Committee on Water, the Federation presented a formal statement of its criticisms of the proposed water plan:

STATEMENT BEFORE STATE SENATE FACT FINDING COMMITTEE ON WATER

The California Labor Federation, AFL-CIO, is pleased to have the opportunity to submit a formal statement concerning key policy deficiencies in the proposed California water program, preliminary to the arrangement for personal representation of the Federation's position before the Committee.

The Federation is deeply concerned about the general policy vacuum that exists in the state of California on matters of vital importance to the people who will be voting at the November, 1960 general elections on the proposed $1.75 billion general obligation bond issue. At our recent convention of the California Labor Federation in San Diego, August 10-14, 1959, we took occasion to spell out our concern in this regard, with particular reference to the lack of anti-monopoly, anti-speculation protections in the distribution of benefits from the proposed water program.

By unanimous convention action, some 2,000 delegates representing a million and a quarter workers in the state declared labor's inability to support the California water resources development bond act without necessary protections and qualifications in state policy. Delegates urged the Governor to convene the legislature in special session prior to the 1960 general election for the specific purpose of (1) enacting anti-speculation, anti-monopoly and enrichment protections, patterned after federal reclamation law, or protection at least equal in strength and in purpose; and (2) enacting policies and legislative criteria covering other gaps in state law, namely, policies on the distribution of hydro-electric power generated by units of the state system; policies on how project costs shall be allocated to project beneficiaries; policies governing related pricing and subsidy questions; policies on the expenditure of state funds for development of recreational facilities at reservoir sites; and legislative criteria for the determination of economic and financial feasibility of various units of the state program.

The convention further instructed the Secretary-Treasurer to do everything within his power to secure in water project authorization bills and other measures establishing water agencies with proprietary

functions, provisions: (1) guaranteeing the right to self-organization, (2) guaranteeing the right of collective bargaining for employees involved in the operation, maintenance and repair of the project, and (3) providing for "prevailing rates" in the construction, modification, reconstruction, and alteration of any project.

In relating these convention actions to this committee, we stress the constructive spirit in which our policy actions were taken. Organized labor is most impressed with the need to proceed without delay in the development of our badly needed water and power resources. But it is because of our firm convictions in this regard, and our fear that the voting public will reject the program without policy protections (thereby setting water development back at least another five years) that we are most anxious in pressing for legislative action before the November, 1960 elections.

We in California labor stand proud among the few groups in the state who have consistently fought for the full and integrated development of California's water and power resources, and who, in the face of adversity, have waged a continuing battle against those who seek to capture a disproportionate share of the benefits of these resources for their own enrichment.

In our actions, we have been motivated by a firm belief that, without water and power in the quantity and places necessary in times of need, at prices which will permit and encourage individual and collective enterprise to 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. We have stated repeatedly, however, that we do not and never will sanction the concept that water resources development must proceed at any price; that is, if it means we must surrender to monopoly domination in their development.

We are of the firm conviction that never before in the history of California water resources development has the threat of monopoly domination been more pressing, nor the danger that this threat will become a reality more imminent. The forces that have consistently fought the application of anti-monopoly, anti-speculation protections of federal reclamation law in separate authorization units of the Central Valley Project, and which, failing this, have sought escapement through administrative procedures designed to sell the nation's 50-year-old reclamation law for cash, today stand ready to reap the full benefits of their disruptive tactics, if the proposed $1.75 billion water bond program is approved without the anti-monopoly, anti-speculation protections which the people must have and which are absent in California law.

The unsuccessful efforts of the California Labor Federation to secure these protections when the proposed water bond program was before the legislature are known to this committee, and need not be repeated. It is sufficient to point out that those who have been trying for years to avoid national reclamation law have long looked to the state, without anti-monopoly, anti-speculation protections, as an escapement avenue for the construction of project units which otherwise could be financed by federal funds as economically feasible and integrated units of the comprehensive Central Valley Basin plan under reclamation law. The water program being proposed to the voters contains features of that comprehensive Central Valley Basin plan, which were removed from federal consideration when the state legislature voted to incorporate them within the so-called state Feather River Project.

We are firmly convinced that California's pressing problems of financing its water development needs cannot permit the use of the state to displace sorely needed federal funds which would otherwise be available to the state with the unity that would stem from closing the policy loopholes which currently make it advantageous for certain groups to press for state construction, even where the ultimate cost of water would be higher than under federal development. We believe further that it is foolhardy on the part of the state to take financially and economically feasible units out of the federal CVP and then expect to obtain federal funds through the back door by general federal contributions for non-reimbursables such as flood control to an overall California program without the application of reclamation law. Congress has demonstrated that it has enough respect for its 57-year national policy not to permit such wholesale evasion.

If we are to maximize federal funds, which is essential for California's water and power development, we should face the fact that we must give to the federal government for construction those units of the basin-wide CVP program which have a high degree of financial and economic feasibility and which will pay out to the federal government. California's

limited funds, on the other hand, must be reserved to supplement, not supplant, available federal funds and to be used for only those projects—the expensive water projects—which we cannot expect the federal government to finance. In this regard, we have stated repeatedly that in the absence of basic policies governing California water development, the potential for use of the state against the federal government has disrupted the rational planning of California's water development program, and has placed a premium on political expediency in place of a real partnership program with the federal government for the benefit of the people as a whole.

It is to be noted that the so-called San Luis Project Bill presently before the House of Representatives in Congress exemplifies the dangers which a lack of state policy on monopoly and speculation hold for the people of California. The House San Luis Bill, in its present form, authorizes federal construction of the San Luis unit within the CVP project for the irrigation of some 450,000 water-thirsty acres on the west side of the San Joaquin Valley, with provision for cooperative construction with the state of additional capacity to store water for state delivery to lands bordering the federal service area and lands in the lower end of the valley. Under provisions of the San Luis Bill, the state would share the use of the San Luis dam and other facilities, and all water deliveries from the proposed state San Joaquin Valley - Southern California Aqueduct would pass through the joint facilities of the San Luis Project.

Although these state deliveries would utilize federal facilities, supporters of the San Luis Bill, in its present form, have insisted upon their exemption from federal reclamation law. Specific language is included which would exempt the so-called state service area from reclamation law as a condition demanded by certain large landholders who support the bill.

California labor is proud to have spearheaded the fight in the U. S. Senate that deleted this major exemption provision in a running five-day debate led by Senators Morse, Douglas and Neuberger in the absence of any support from California's two senators. We are determined to continue to press the issue in the House of Representatives to secure the adoption of a clean San Luis Bill that would apply the anti-monopoly, anti-speculation provisions of reclamation law to all water that benefits from a federal subsidy.

We appreciate the fact that those supporting the San Luis Bill in the House of Representatives have accepted the questionable exemption language as the price they must pay to gain some support from some large landholders in the lower end of the valley. We do not doubt the sincerity of these men, but we cannot accept their assurances, and we do not believe that the whole framework of future California water development should be lashed to their political commitments.

We are further told that the provisions of the San Luis Bill for state participation relate to an entirely independent project, and that the federal government cannot enforce its regulations. Frankly, we do not know of any lateral barrier being planned in the San Luis dam that will separate federal water from state water, and prevent the latter from touching federal concrete. On the contrary, it is labor's understanding that water for federal deliveries is to be pumped to the San Luis dam in the winter, and that as water is used for irrigation in the summer, the state would have direct planned use of the federally financed portion of the dam.

It is our further understanding that for a period of perhaps up to ten years the state will also use federal canals to transport water to the San Luis dam site.

The supporters of the San Luis Project who insist that federal law should not extend to the state service area plead just as strongly that it is up to the state of California to provide the anti-monopoly, anti-speculation protections for its own water deliveries. This, we believe, is the real significance of the failure of the state legislature earlier this year to enact necessary protections with the approval of the Governor's water bond program in SB 1106.

It was argued when the Governor's program was before the legislature that the injection of the anti-monopoly issue to seek protections for the state taxpayers at that point would have destroyed the possibility of securing the legislature's approval of the program. We recognize, of course, that those forces which secured an exemption for their large landholdings in the San Luis Bill would not have supported a California program that pulled the rug out from under them and applied anti-monopoly protections which they were seeking to avoid through state delivery of their water. However, we think it was a mistake to place such support above the interests of the general public which will be voting at the polls in November, 1960.

The people of the state have the right to know about the monopoly potential that is

involved in the proposed $1.75 billion water program before it goes to a vote. In this regard, the California Labor Federation has been instrumental in the development of detailed land maps which pinpoint the monopoly holdings in the potential valley service area of the San Joaquin-Southern California Aqueduct. These maps show that over 63 per cent of the land is in holdings of over 1,000 acres per owner, including 218,000 acres owned by Standard Oil; almost 265,000 acres owned by other oil companies; approximately 348,000 held by the Kern County Land Company; almost 202,000 acres owned by the Southern Pacific Company; approximately 168,000 acres owned by the Tejon Ranch in potential state service areas; plus another 1,324,000 acres in holdings of over 1,000 acres by various other corporations and large landholders.

Many of the above owners obtained their present advantageous position through government subsidies of one sort or another. Now they stand to gain further huge windfalls at the expense of the California taxpayers if the proposed water program before the people is adopted in its present form, without any safeguards against water monopoly or limitations on subsidies and unjust enrichment.

Because of the shocking lack of standards in the state law, it is not possible to determine exactly what the subsidies are that are involved in the state water program. However, we have the experience of the U. S. Bureau of Reclamation in the CVP as an indicator of the subsidy potential. According to a letter sent to Edmund G. Brown, then Attorney General (February 4, 1957), from Clair Engle, then Chairman of the House Committee on Interior and Insular Affairs, and five other congressmen, the federal government invests a total of $700 an acre to bring Central Valley Project water to the land. Of this amount, the irrigators repay only $123. The public power users repay $227, while the federal treasury picks up the tab for $350 in the form of interest payments. The total subsidy per acre is $577.

Apart from subsidies, however, there is the increase in the value of the land itself that results from the taxpayers making water available. Estimates are that this enrichment factor ranges from $500 to $1,000 an acre, depending, of course, on the quality of the land. This is a net increase which results from the greater productive value of the land with water brought by the state. Again, Department of Water Resources information on this crucial question is seriously lacking.

The significance to every voter of this potential for enrichment in the state water program is apparent on its face. How much, for example, would the Tejon Ranch be enriched at the expense of the taxpayers, if the Governor's proposed water program is adopted without anti-monopoly, anti-speculation protections? As designated in one of the reports of the Department of Water Resources, Tejon Ranch has 168,000 acres in the Kern County service area of the proposed aqueduct. It appears also in the report of the department that 20,000 acres might receive irrigation water.

As a basis for estimating enrichment of Tejon Ranch, we might use very conservative figures, as follows:

Subsidies—$200 per acre (assuming that subsidies in the state plan will not be of the same magnitude as in the federal CVP, although the Water Resources Department has not come forth with any estimates).

Increased Value of Land—$500 an acre (lowest estimate we have heard from informed sources around the capital).

On the basis of these two low estimates, the total enrichment per acre would be at least $700: $200 from the general taxpayers, or power and other water users, and $500 in increased land value as a result of public expenditures.

The total enrichment for Tejon Ranch would appear to be at least $14 million—and perhaps even more. Comparable amounts would be realized by other large landholders—Standard Oil, Southern Pacific, Kern County Land Company and others who would benefit under the state water program without anti-monopoly protections.

Under these circumstances, the California Labor Federation convention in San Diego declared that California labor could not possibly support the $1.75 billion water bond program as it goes to the vote of the people, "despite the attractive lure which the project holds in billions of dollars of construction work." Unfortunately, the difficulty in securing adequate protections has now been magnified many times, because the leverage of the project itself that historically has been necessary to secure any protections whatsoever, has already been lost in the position that was assumed by the Administration when SB 1106 was before the legislature earlier this year.

Further, we are not unmindful of the decision of a few years ago of the California Supreme Court, which upheld the ef-

forts of the large landholders in this state to undo federal reclamation law. While the U. S. Supreme Court reversed the state court decision in the application of the so-called 160-acre limitation of the Central Valley Project, there is no assurance that anything short of tying anti-monopoly protections to construction expenditures as a condition of proceeding with the California water program will suffice to give the people the protections they must have.

In regard to this position assumed by organized labor, it is being argued in certain quarters that the California water program does not contemplate any subsidies and that project beneficiaries will pay the full development costs allocated to their category of use. While arguing on the one hand that the subsidy base for restrictions on benefits is thereby eliminated, it is pointed out on the other hand that insofar as enrichment from increased land values is concerned, a better regulator would be the application of a nebulous concept of supply and demand to the extent that project beneficiaries would repay full allocated costs. This position has been advanced specifically by the chairman of the Assembly Interim Committee on Water in a lengthy letter directed to the California Labor Federation in response to earlier testimony submitted to the Assembly committee by a Federation representative. The position of the California Labor Federation in rejection of this approach to the problem is stated in the attached 11-page statement submitted to the Assembly Interim Committee on Water at hearings in San Francisco, November 5, 1959. We respectfully request that our response be incorporated in full as part of this statement.

We would suggest at this time, however, that mere statements that there are to be no subsidies in the California water program, on the premise that full allocated costs would be repaid, offer no assurances whatsoever to the voting public so long as there is a policy vacuum in this regard, both as to the issue of subsidies, per se, and the absence of any criteria on the allocation of costs between project beneficiaries. The invoking of the concept of "supply and demand" as a deterrent to enrichment, as indicated in the attached statement, appears to us to be nothing more than a rationalization for a do-nothing policy.

In conclusion, we would wish to point out that the position of the California Labor Federation, AFL-CIO, is based on the firm conviction that when the state undertakes a project as important to the future growth of California as the proposed $1.75 billion water bond program, it is unthinkable that it should do so without positive policy declarations governing such undertakings. Yet this is the position in which the state finds itself as it faces the voters.

Anti-monopoly, anti-speculation protections are but one aspect of this policy vacuum. As pointed out at the outset of this statement, there are other major policy gaps which must be filled if the people of the state are going to vote intelligently on the bond issue that is to go before them. As our San Diego convention declared, unless the legislature sees the wisdom of setting forth a criteria which will govern the expenditure of the funds being requested of the people, it will in fact be asking for a "blank check."

Meeting of Special Water Committeé With Governor

At its November meeting, the California Labor Federation's executive council determined to request Governor Brown to confer with a special fourteen-member committee of the council on the lack of anti-monopoly, anti-speculation protections in the state water program. The action was taken in order to find out what the Governor planned to do in regard to these issues. At the Federation's convention in August, he had stated that his Administration was opposed to the enrichment of monopoly landholders under the program, and that he would seek the necessary protections before the $1.75 billion water bond issue went to a vote of the people.

As will be recalled, the Federation's 1959 convention had spoken loudly, clearly and unanimously on this matter, urging the Governor to convene the legislature in special session prior to the 1960 general election for the specific purpose of enacting the necessary protections; warning him that the people have a right to know the amount of enrichment involved in his water program and precisely what protections they will have against it, before they are asked to vote on the measure; and finally, stating categorically that California labor could not possibly support the $1.75 billion water bond issue as it is, when it goes to a vote of the people, despite the "attractive lure" the project holds for labor in billions of dollars of construction work.

The task of the Federation's special committee on water was to reemphasize the points in the convention mandate, to

remind the Governor that labor's position on monopoly and speculation protections was a long-standing policy position going back many decades in the history of organized labor in California, and to receive assurance from him as to how and when he would implement the statements he had made in August to the convention delegates.

The committee was composed of the following members of the executive council: President Thomas L. Pitts, Secretary C. J. Haggerty, General Vice President Manuel Dias, and Vice Presidents W. J. Bassett, Arthur Dougherty, Herbert Wilson, J. J. Christian, Robert S. Ash, George O'Brien, M. R. Callahan, Lowell Nelson, Albin J. Gruhn, Max Osslo and H. D. Lackey.

The meeting of the committee with Governor Brown took place on January 15, 1960. No satisfactory results were obtained from the two-and-a-half hour discussion beyond bringing the labor issues involved into even sharper focus.

Public financing and development of a mammoth water project for the people vs. the enthronement of dominant monopoly interests in the distribution of benefits; state policy governing the pricing and distribution of publicly-generated power, and the collective bargaining rights of labor in the operation of the project were among the basic issues discussed with the Governor. All were left unresolved.

A day or two later the possibility of labor support for the state water program was materially dimmed by rumors that the Governor had definitely decided against calling any special session of the legislature to iron out policy deficiencies and close the gaping loopholes for unjust enrichment. If this were true, there would remain, as remedies, only the possibility of executive policy statements being issued by the Governor, but such could scarcely be regarded as remedies since, even if they were satisfactory to labor in every respect as to the Governor's intentions, they would not be binding even on the Governor himself, let alone on future governors, the legislature and the courts.

Governor's Statement of Policy

Less than a week after the meeting with Governor Brown, such a statement of policy was issued in a statewide telecast by the Governor on January 20, in which he officially informed the voters that he would not seek basic legislative policies which would govern the water bond program, and instead, declared his own policy intentions. These may be briefly summed up, with comments, as follows:

In regard to public power: The large block of some 400,000 kilowatt hours of firm power generated at Oroville, whether sold on the market at its full value as prime power or whether bartered at its market value with the PG&E for cheaper dump power for internal project pumping requirements, would be used to reduce the cost (subsidization) of water deliveries.

The Governor indicated that power for marketing would probably be available only in the early stages of construction, because in the long run the tremendous amount of power needed to lift water over the Tehachapis would make the overall project power-deficient. It was recognized that water-lifting requirements would consume two or three times the amount of public power that would be generated.

The meaning of the Governor's power declaration to potential users within the area of generation was that the publicly-generated power would not be priced on the basis of allocated costs with reference to the cost of production, as in the case of public power developed in the CVP and sold under reclamation law. According to Governor Brown, to the extent that any power is marketed, it would be at the full market price (competitive with PG&E steam power), and at that high price, on a public preference basis.

In regard to water deliveries and unjust enrichment: The Governor rejected outright anything comparable to the anti-monopoly, anti-speculation protections in reclamation law. Instead, he proposed a two-price system which, he said, was patterned after the dual pricing formula developed in the so-called small projects bill, which was designed to grant large landholders a smaller amount of subsidy, but to allow them the full amount of enhanced land values.

Under the state program, the Governor would have holders of lands in excess of 160 acres pay the cost of delivered water, including the **market value** of the power used to pump it to this land. For holders of under 160 acres, however, he would have water delivered at cost, **including only the actual cost of the power to pump it rather than the market value of that power,** but also allowing a subsidy from power in the price.

Assuming that cost allocation standards existed in California law, (there are none) and that large landholders would actually pay the full cost of bringing water to

them, the Governor's declared intentions would permit subsidized water only to the small farmers and city customers.

On the other hand, apart from the subsidies, the Governor would not place any restrictions on the amount of enrichment realized by landholders, large and small, by virtue of the fact that availability of publicly-developed water will increase the productivity of the land. The large landholders, because they may sell their land at any time to small landholders with the promise of subsidy, would be permitted to realize the full amount of their enhanced land values, which is variously estimated between a minimum of $500 per acre and a maximum of $1,000 per acre.

For example, a representative of the Kern County Land Company recently stated that water is expected for 56,000 acres of their approximately 350,000-acre holdings in Kern County in the potential service area of the San Joaquin Valley-Southern California Aqueduct. At the minimum estimate of $500 per acre, the enrichment of the 56,000 acres would amount to $28 million.

In regard to workers' rights: The Governor made no reference to collective bargaining rights or prevailing rates in the operation of the project. Public employees who would be involved do not have these rights under the present state law.

On the following day a statement of "contracting principles for water service contracts under the California Water Resources Development System" was released by the Department of Water Resources.

Federation Policy Reaffirmed

At its meeting in March, the Federation's executive council received a report and recommendations from the special committee on water. The January 15 meeting with the Governor was reviewed in this report, as well as his policy declarations of January 20, and the statement issued by the Department of Water Resources on January 21.

REPORT AND RECOMMENDATIONS OF SPECIAL COMMITTEE ON WATER

The special Executive Council Committee on Water was appointed at the November 14-15, 1959 meeting of the executive council in Santa Barbara. Its specific function was to meet with Governor Edmund G. Brown, at his request, for the purpose of discussing with him the 1959 convention policy position of the California Labor Federation, AFL-CIO, regarding the $1.75 billion water bond program which will go before the voters at the November general election.

The committee met with the Governor in Sacramento, Friday, January 15, in an approximately two-hour session which was conducted in an atmosphere of friendly and cordial relations. This session afforded the committee an opportunity to gain first-hand information from the Governor and his water experts on all the major aspects of the proposed state water program. In turn, the meeting made it possible to relate to the Governor and his staff the details of the policy protections demanded by the delegates to the 1959 convention of the Federation in San Diego as conditions for labor's support of the $1.75 billion water bond issue at the polls.

These policy actions and mandates which govern the executive council and its special committee on water are contained in (1) a detailed statement of policy submitted by the executive council and adopted unanimously by the convention delegates, and (2) a composite resolution (No. 81), which is supplemental to the more detailed statement of policy. (See 1959 proceedings, pages 88, 89 and 145-48.) The essence of these convention actions is that they require, as a condition for support of the bond issue, that basic policy protections be enacted by the legislature before the bond issue goes to a vote. In this regard, both the broad policy statement and the composite resolution urge Governor Brown to call a special session of the legislature to enact the policy protections necessary.

Subsequent to the January meeting, the Governor made known to the public the policies which would govern the state water program under his administration. These declarations were contained in a statewide radio and TV address by the Governor on January 20, 1960, and a statement of "contracting principles for water service contracts under the California Water Resources Development System," released by the California Department of Water Resources on January 21, the following day. Both the speech and contracting principles have been carefully studied by the committee, giving every possible consideration to their content and adequacy, with reference to the policy positions of the Federation.

It is the unanimous opinion of the committee, after reviewing the Governor's policy declarations at a lengthy meeting in the office of the secretary-treasurer in San Francisco, March 2, that acceptance of

the Governor's declarations of policy intentions at this time would be clearly contrary to the Federation's convention policy, and its historic position in support of comprehensive water and power development in accordance with basic policies designed to secure and protect the rights of workers and to ensure the widest possible distribution of benefits of such development. It is our further opinion that their acceptance by the next convention of the Federation without any modification by the Governor, and without securing a legislative base for their advocacy, would require a substantial reversal of the Federation's long-standing policy position on water and power development.

We are not satisfied that the Governor has given sufficient consideration to the necessity of securing legislative policy protections. We find no reason, therefore, for recommending a departure from the present policy of the Federation.

Apart from questions of substantive and legal inadequacies of the Governor's policy declarations, it is with great concern that we note the complete absence of any policy pronouncements which will protect the organizational and collective bargaining rights of many employees who will be involved in the California water program. We deem them equal in importance with policies relating to protections for the taxpayers against monopoly and speculation. Firm policies must be enacted to secure (1) guarantees on the right to self-organization of public employees, (2) guarantees on the right of collective bargaining for workers employed in the operation, maintenance and repair of the project, and (3) prevailing rates in the construction, modification, reconstruction and alteration of water projects. Such protections must apply not only to the state but also to those agencies which will contract for the benefits of state development.

The organizational, collective bargaining, and prevailing rate provisions of the policy positions adopted by the convention are completely unmet at this point, both legislatively and in the Governor's policy declarations. This remains the case while a number of irrigation districts which would be contracting districts with the state for water are requiring unilaterally imposed "yellow dog" agreements forbidding employees of these districts to even join a union.

In regard to those policies announced by the Governor, we find them inadequate for the following reasons:

1. The policy declarations would be morally binding on the Governor, but not necessarily on future governors, let alone the legislature and the courts. Without a legislative base, a future governor could overturn them at any time. With regard to the legislature, the people may vote for the $1.75 billion bond issue on the strength of the declarations of the Governor's intentions only to find the legislature undo them at the 1961 general session. With regard to the courts, the Governor's policies also run a substantial risk that they may be declared unconstitutional on the basis of the assumption of legislative function by the executive branch of the government. The Governor's two-price system for water is certain to be challenged in the courts, even though the $2-$3 price differential may not be anything approaching a burden on the giant landholders who will be served by the project. In any such court test, it is certain that consideration will be given to the legislative history of the bond act. Both the Senate and the Assembly, at the 1959 session of the legislature, rejected acreage limitation concepts on the strength of the Governor's own opposition.

2. The two-price system advocated as a policy substitute for the anti-monopoly, anti-speculation protections of federal reclamation law, even if it were possible to carry out the policy as intended without a legislative base, would only regulate subsidies in the program, and would do virtually nothing to regulate the enrichment of the landed monopolists who control 64 per cent of the land in the lower end of the valley, and who stand first in line for water deliveries and the realization of the full enhanced values of their lands that would result from public financing of water development. At a minimum, it appears that many of these lands would be increased in value by $500 an acre. The Kern County Land Company, for example, is expecting water for some 56,000 of their 350,000-plus acre holdings in the potential service area of the San Joaquin-Los Angeles Aqueduct. At the minimum-enhanced value of $500 per acre, the enrichment of these 56,000 acres would amount to $28 million. The Tejon Ranch, reportedly owned 40 per cent by Chandler and Times-Mirror interests, appears to be in line for about $10 million of enrichment at this $500 per acre enhancement value. Estimates are that Tejon will get water for about 20,000 of the 160,000-plus acres owned in the potential service area of the aqueduct. This type of unregulated enrichment would extend to

other giant landholders such as Standard Oil, Southern Pacific and others.

3. The "market value" concept advocated by the Governor in his policy declarations on power is geared to selling power at the highest possible rate (competitive with high-cost steam power that could be generated as an alternate source) in order to reduce the cost of water deliveries. It is a policy that rejects outright the concept that within a multiple-purpose development, power generation has a value in itself, apart from reducing the price of water. Consumer-oriented power policies are discarded in favor of the private utility concept that power generation is only a by-product of water development. Whether the power generated within the project is sold on the market or whether it is exchanged at its high market value for power to be used for the pumping requirements of the project, the market value concept adopted by the Governor would secure for the private utilities their objective of keeping cheap public power off the market as a price yardstick for private development and distribution.

In the final analysis, we desire to express our deep appreciation for the understanding of the tremendous policy problems facing the Governor. We commend him for his sincere efforts to clear the air on many policies facing the voter who must go to the polls this November on a matter of vital importance to this state. Unfortunately, the Governor's intentions and his sincere efforts to resolve policy issues so that the state may proceed with a program for planned and orderly development of precious water and power resources cannot be accepted as adequate protection in a project which, to a large measure, will govern the future course of California's development and growth. We agree wholeheartedly with the Governor that water development must be for all the people. We urge him once again, therefore, to call the legislature into a special session so that the people may vote for a water bond program based on firm policies, rather than mere executive declarations, which in the implementation road ahead, face an almost insurmountable obstacle course.

Unless such a special session is called, and until the necessary policy protections are enacted into law, we unanimously recommend continued opposition to the $1.75 billion water bond program in accordance with the convention policy position of the California Labor Federation, AFL-CIO.

Signed by President Thomas L. Pitts, Secretary-Treasurer C. J. Haggerty, General Vice President Manuel Dias, Vice Presidents W. J. Bassett, M. R. Callahan, Arthur Dougherty, Lowell Nelson, Herbert Wilson, Albin J. Gruhn, J. J. Christian, Max Osslo, Robert S. Ash, George O'Brien and H. D. Lackey.

The executive council adopted the water committee's report and recommendations reaffirming the 1959 convention mandate on the water bond issue.

Attempts to Weaken Federation Position

Complicating the whole problem of working out satisfactory policy solutions with the Governor has been, unfortunately, a concerted effort to split the California labor movement and draw support of labor officials to the water bond act. On the eve of the meeting of the Federation's special committee on water with the Governor, a letter was sent out statewide to many councils and local union officials by a "California State Labor Committee for Water Development", requesting that labor officials allow the use of their names to push the bond program.

All labor organizations in the state were immediately notified by Secretary Haggerty that this so-called labor committee was not an offiical body established by the labor movement, but an attempt to undermine labor's long-standing position in support of comprehensive power development for the benefit of all the people and not the enthronement of monopoly.

Despite the Federation's lack of success in carrying out that portion of the mandate of the convention to secure legislative action remedying the defects in the state water program, we have missed no opportunity to present our position. If nothing else, events of the past year have underlined the tremendous importance of the water bond issue to all the people of California and every sector of its economy. Certainly, every voter should be able to make his decision at the polls in November based on full information on the many implications of the water bond measure. It goes without saying that the Federation can be relied upon to contribute to the widest possible dissemination of that vitally needed information.

Federation's Integrity Challenged

Indicative of the fierceness of the tensions produced by the conflicting views

on the state water bond issue, and the lengths to which certain of its proponents seem willing to go was an unexpected and regrettable attack on the Federation and its executive officer in a viciously inspired article appearing in the February 1960 issue of the "California Democrat", entitled "Why Labor's Beef About Water Bill?"

In a fantastic piece of fiction writing, the article falsely charged that Secretary Haggerty, in his official report on the 1957 legislature, did not include two roll calls on acreage limitation and public power which the Democrats forced in connection with a Knight Administration appropriation measure for the Feather River Project.

The article further sought to reduce the Federation's position on the water bond program to a level of personal antagonism by implying that Secretary Haggerty was seeking protections against monopoly and speculation because of skirmishes that occurred at the 1959 legislative session concerning an unemployment insurance measure. (The bill involved was AB 590, containing packaged liberalization proposals negotiated by the Federation with employer groups. After forcing the negotiation of the measure, certain Democrats amended the bill and pretended that they were rescuing low-paid workers from the negotiated bill.)

Secretary Haggerty immediately issued this sharply worded reply:

STATEMENT BY C. J. HAGGERTY IN REPLY TO ARTICLE IN "CALIFORNIA DEMOCRAT"

A malicious article challenging the integrity of the California Labor Federation in regard to its historic policy position on the $1.75 billion California water program has been published in the February, 1960, issue (Vol. I, No. 2) of the **California Democrat**, which calls itself "the publication of the California Democratic Party," issued by the Democratic State Central Committee of California, 5533 Sunset Blvd., Los Angeles 28; William A. Munnell, chairman; Jesse M. Unruh, editor.

The contrived nature of this article, based on fiction rather than fact, indicates the depths to which some individuals are apparently willing to lower themselves in using the good name of the Democratic State Central Committee of California to undermine the firm position which labor has taken on an issue which heretofore has been championed by the Democratic Party itself.

I am confident that Governor Edmund G. Brown would not sanction the apparent purpose of this article in besmirching the labor movement and thereby undermining the excellent relationships which have been maintained with the Administration in Sacramento.

The article is published also at a time when every possible courtesy is being extended the Governor to place his water position before the Federation for full consideration.

It characterizes me as "urbane" Neil Haggerty and "one of the most outspoken critics of some features of Governor Brown's big water program."

The article points out that the California Labor Federation is urging affiliates not to lend their support to the water bond program until something is done about "unjust enrichment," and notes that in its 1959 report on the California legislature, the Federation used an amendment on unjust enrichment to "Brown's water bill as one of its labor votes in compiling the record of that session."

The article then makes the following assertion as its key point:

> "Observers who have been around the state capital for a few years, however, are quizzical as to why two votes on acreage limitation and public power preference which Democrats forced during the Knight administration's original appropriation for the Feather River Project on January 22, 1957, were not deemed important enough to include in the State Fed's report on the 1957 legislature."

Here are the facts:

Item and Fact Number One: Official report on the 1957 session of the legislature, "The Sacramento Story," issued by the California State Federation of Labor, C. J. Haggerty and Legislative Representative. The tabulation of 21 Assembly labor roll calls at the 1957 regular session are contained in a tally sheet in the report. The two enumerated roll calls on January 22 are listed as Roll Calls Nos. 10 and 11. The roll calls occurred on motions to table amendments to AB 100 to prepare the site for Oroville dam in the state Feather River Project.

Item and Fact Number Two: Pages 76 to 78 of the same 1957 legislative report give a detailed accounting of water and power issues before the 1957 session. Page 76 summarizes AB 2827 (O'Connell and others), providing for the 160-acre limitation in state law. On behalf of Assembly-

man O'Connell, this measure was presented to the Assembly Committee on Water by a representative of the Federation. On page 77 of the same report, AB 100 is listed among the many bills summarized. Page 76 of this same report contains a full page summary of the major issues on water before the legislature in 1957, and explains the Federation's position as follows:

> "The position assumed by the Federation was opposition to the Feather River Project until its financial and economic feasibility had been proven. Not only has this not been done to date, but the state does not even have a criteria for determining economic and financial feasibility, nor does it have a policy on the distribution of benefits to prevent monopolization of our resources, the absence of which is the primary reason for the proposal of the state Feather River Project in the first place. The Federation, therefore, also assumed the position that in any constitutional amendment that was to be a major policy measure, policy on distribution of benefits should also be included. Accordingly, we urged preference distribution of public power generated at state projects and acreage restrictions on the amount of water which any one individual may receive for irrigation purposes. These proposals likewise went down the drain."

When the above-referred to constitutional amendments were before the Assembly Committee on Water, a Federation representative appeared before the committee in support of basic policy amendments considered absolutely essential then, and absolutely essential now.

The article in the **California Democrat** further accuses me of "foot-dragging," and implies that at all times under the previous Administration we did not advocate our present strong position.

Item and Fact Number Three:

—1954 convention of the California State Federation of Labor, Policy Statement on Water and Power, pages 295-298 of the 1954 Proceedings. In demanding that California move full speed ahead on comprehensive development of the state's water resources, the statement blasted the then current efforts to have the state purchase the Central Valley Project as a means of avoiding federal reclamation law. The statement referred to the Feather River Project as economically and financially unfeasible, and pointed out that its advocacy was related to the fraudulent efforts to have the state purchase the federal CVP.

—1955 convention of the California State Federation of Labor, Policy Statement on Water and Power, pages 254-256 of 1955 Proceedings. In a long statement of the Federation's historic position, the delegates declared firm opposition to "the state Feather River Project, the brain child of the State Engineer, conceived with the advice and consent of the landed monopolists and the private power lobby, which by the State Engineer's own 'feasibility report' is neither economically nor financially feasible."

—1956 convention of the California State Federation of Labor, Policy Statement on Water and Power, pages 337-340 of 1956 Proceedings. In reference to the 1955 floods, the statement said the tragedy should be laid in "large measure at the doorsteps" of the monopoly forces which had succeeded in blocking the Feather River Project as a federal undertaking in the CVP. "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," the statement read. It was pointed out that "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.... Literally, California is at the crossroads in water and power development.... On the Feather River, the monopoly forces which have 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 unfeasible, but would consume four times as much power as it would produce, and in the process destroy enough power for 500,000 jobs..." In another portion of the 1956 policy statement, the convention demanded the adoption of basic principles for coordinated development of water resources with the federal government, and specific protections against monopoly domination.

—1957 convention of the California State Federation of Labor, Policy Statement on Water and Power, pages 335-338 of 1957 Proceedings. This statement reviewed in detail the history of water development in California, and the origin of the state Feather River Project. It demanded state entrance into the water and power business to supplement federal construction, and not supplant it. Summariz-

ing all the previous policy statements, the delegates declared emphatically that "before organized labor can support entrance into the field of water and power development, the state must clear itself of the tinge of domination by the landed monopolists and the private power utilities. We shall insist upon the prior adoption of policies, patterned after federal reclamation law, which assure the widest possible distribution of the benefits of state expenditure for water and power development. Further, we shall insist that state projects have proven economic and financial feasibility and that such projects **supplement** federal construction rather than **supplant** it, so that the maximum amount of funds available for water and power development may be put to work in a real 'partnership' for the people."

All these policies were brought before the previous Administration and were placed before the legislature. In one specific instance in 1955 before the Assembly Water Committee, when a Federation representative tried to relate the full policy position of the State Federation of Labor, with a Democratic vice chairman in the chair, the Federation was unable to continue with its presentation because of an inter-committee battle over whether or not the Federation's representation should be recorded.

These are the facts. The article in the **California Democrat** attempts to wipe the record clean and to deceive Democrats into believing that Neil Haggerty is the "bad boy" of the labor movement.

This is done specifically by trying to imply "that the cube root of the explanation may be 590" in a reference to the unemployment insurance bill approved by the 1959 session of the legislature. The full story of that bill is covered on pages 61-64 of the 1959 Sacramento Story. It should only be noted that AB 590 was introduced by Assemblyman Munnell at the request of the California Labor Federation, AFL-CIO, and that, as introduced, it was far more liberal than the bill eventually enacted by the legislature.

Hearings Before Assembly Interim Committee on Fish and Game

The Federation's position on water issues was again presented at hearings before the Assembly Interim Committee on Fish and Game, held in Redding on June 10, 1960. Object of the hearings was to secure testimony in relation to fish and wildlife resources and recreational development in connection with multiple-purpose water projects.

STATEMENT BEFORE ASSEMBLY INTERIM COMMITTEE ON FISH AND GAME

On behalf of the California Labor Federation, AFL-CIO, I appreciate the opportunity afforded us to submit this statement supporting the establishment of urgently needed legislative criteria to assure maximum recreational development and enhancement of fish and wildlife resources in connection with multiple purpose water development projects.

This Federation has become known as an outspoken critic of the California water bond program because of the legislative "policy vacuum" in which it is being submitted to the voters of this state for their approval.

Unfortunately, our concern has been publicized only in regard to the so-called "enrichment" and public power issues. We wish to make it clear that we are also concerned about the lack of basic policies in other areas. Among these, we include policies on how project costs shall be allocated, and policies on the expenditure of state funds to assure that full recreational development will take place.

Earlier this year, in a statement before the Commonwealth Club of San Francisco, State Director of Water Resources Harvey O. Banks spoke of some of the recreation and fish and wildlife aspects of the state water development program. The following are excerpts from his statement:

> "With increases in leisure time, population, and our standard of living, it (recreation) will become infinitely more important if we provide it with an opportunity to expand.
>
> "Oroville Dam and the Reservoir with its 167 miles of shoreline will provide abundant development for recreation enthusiasts. Outdoorsmen also will benefit from the five upper Feather River units, plus the other reservoirs tied into the aqueduct systems.
>
> "While construction of the dam will block normal 'fish runs' upstream, provisions are being made for a fish hatchery, artificial spawning areas, and other facilities to counteract the loss of stream migration, and actually to improve the propagation of fish by means of scientific know-how.
>
> "This, coupled with regular water releases from the dam, will offer improved and more stable fish producing conditions downstream.

"Just a short distance from San Francisco, reservoirs will be built under the South Bay Aqueduct project, offering attractions for boating and family outings..."

These may reflect the good intentions of the Department of Water Resources, as far as they go, but we do not have any legislative assurances that the full potential for recreation development and enhancement of fish and wildlife resources will actually take place under the proposed California water program.

We are mindful of the two measures, Assembly Bills 140 and 141, which Committee Chairman Pauline L. Davis secured through the legislature last year. These necessary measures were unfortunately watered-down, and thus go only half way because of their limited application to legislative recommendations of the Department of Water Resources and determinations of the State Water Rights Board.

What is sorely needed at this point is supplemental legislation making it mandatory that water development projects be undertaken in a manner consistent with the full utilization of their potential for the enhancement of fish and wildlife and to meet recreational needs within the concept of multiple purpose development. We deem it equally important that such legislation provide specifically that the cost of providing such enhancement and recreation be borne by the public generally.

In this regard, we are not at all satisfied that the contracting principles for water service contracts revealed in January by the Department of Water Resources regarding the California Water Resource Development System take care of the situation.

Contracting Principle No. 2 notes that, for the purpose of project commodity pricing, "costs will be allocated among water supply, flood control, recreation, enhancement of fish and wildlife, draining, quality control, and such other factors as may be authorized and performed by the particular facility or facilities under consideration."

In Principle No. 3, it is pointed out also that "those costs declared by the legislature to be non-reimbursable will not be included in the rate structure."

It is apparent that under these principles, promulgated with only administrative backing, that costs will be allocated to recreation and enhancement of fish and wildlife as these may be benefited by project construction, but whether or not such costs are to be non-reimbursable, or in other words, chargeable to the taxpayers generally, is admittedly still a matter for legislative determination.

This point was substantiated during a press conference with Director Harvey Banks immediately following the issuance of the contracting principles. The following are excerpts from Mr. Banks' response to questions on so-called non-reimbursable benefits:

"**Mr. Banks:** We have recommended consistently for some years that the cost allocated to recreation and the cost allocated to enhancement of fish and wildlife resources should be non-reimbursable.... Preservation of fish and wildlife resources we consider as a cost which should be borne by the other users of water and power since we have no justification for destroying a fishery resource for some other purpose. But enhancement of fishery resources to the extent that there is enhancement above the present fishery resources available, that should be considered as a non-reimbursable item and borne out of either the California water fund or some other source."

Questioned on what he meant by "the water fund or some other fund," Banks answered:

"Well, this is up to the legislature to determine. They have not spoken on the point yet. They have given some indication of it ,but they haven't spoken definitely..."

Later in the press conference, Mr. Banks spoke in hope "that at the appropriate time the legislature will look at and take definite action" on questions related to recreational development and fish and wildlife enhancement. We believe that it is urgent for the legislature to spell out such basic policies without delay.

The remnants of controversy in the legislature that still surround recreational aspects of water resources development underscores the needs of the voters to know just what the policies of the legislature are going to be so that they can vote with intelligence and with assurances that they will be able to realize the full benefits of recreational development from water development projects.

Organized labor in California has long held to the position that not only the full potential of recreation and fish and wildlife enhancement should be realized from multiple purpose water development, but also that these benefits are a proper charge to be borne by the general taxpayers.

Although recreational benefits from water development may be concentrated in given project areas, it is a known fact that with today's highways and automobiles, people travel from all parts of the state to enjoy them. Indeed, leisurely travel of substantial distances is an integral part of the vacations of many families and individuals.

No longer can anyone seriously argue that these recreational benefits are local in nature.

Further, we in organized labor urge rejection of the viewpoint that looks upon recreational development as some kind of a frill to be tacked onto the end of a project only if development funds permit. The needs of our exploding population should be reason enough to reject this approach. But on top of this, we must give special consideration in our planning to the increased leisure being acquired by workers as they become more and more efficient in the production of goods and services. Entering as we are into the age of automation, compounded by population growth, maximum development of recreation facilities thus becomes a matter of urgent necessity.

It is in this light, therefore, that we look with favor upon Mrs. Davis' proposed bill which, according to the legislative counsel's analysis, would "require incorporation in planning and construction of each project (construction by the state itself, or by the state in cooperation with the United States) of such features, including additional storage capacity, as the Department of Water Resources, after consultation with the Department of Fish and Game, determines are necessary or desirable to permit, on a year-round basis, full utilization of the project for the enhancement of fish and wildlife, and for recreational purposes to the extent consistent with other uses of the project."

We view as sound also the section which would require the Department of Water Resources, to the extent possible, to acquire all lands and construct projects in a manner to permit their use on completion for enhancement of fish and wildlife and for recreational purposes.

While we would hesitate at this point to become involved on how the provisions of Mrs. Davis' bill should be financed, we certainly are in agreement that additional funds must be appropriated to carry out the purposes of the proposed legislation. It is vital that, as we proceed with water development, funds be made available to the Department of Water Resources to make certain that the recreational aspects of a project are not slighted simply because water project development is an expensive business.

This involves the essence of the concept of multiple purpose development. The needs of our people preclude the possibility that under any circumstances recreational possibilities should be slighted in any way.

In conclusion, we would emphasize that if leisure is to be considered one of the greatest benefits of our productive economy, then we must accept the fact that recreation development is a related public responsibility. As such, it is a proper charge against the public at large.

CIVIL RIGHTS

As with most important issues over the years, the Federation has been actively engaged in the battle for civil rights on both federal and state levels. Following the great victories won in California with the passage of the Fair Employment Practices Act, and the so-called Unruh Civil Rights Act in regard to public accommodations, by the 1959 session of the legislature, after years of unrelenting struggle by the combined forces of organized labor and civil rights organizations and groups, emphasis on civil rights legislation shifted during the past year to the Congress, where the fight for broad federal civil rights legislation is yet to be won.

U. S. Civil Rights Commission Hearings

In December, the U. S. Civil Rights Commission, established a few years ago by Act of Congress, announced it would be investigating racial discrimination in California after the first of the year, with hearings set for Los Angeles and San Francisco. Appearances before the Commission would be by invitation only, based on written statements submitted by groups active in the field of civil rights, as well as on interviews.

The statement requested of the California Labor Federation was prepared under the direction of our Standing Committee on Civil Rights, headed by Vice President (at that time) Albin Gruhn, and emphasized the interrelationship of various forms of discrimination and their total impact on the individual and his family. An invitation to appear before the commission followed.

At the hearings, held in San Francisco on January 27, 1960, Vice President Gruhn

presented the following statement on behalf of the California Labor Federation:

STATEMENT BEFORE U. S. CIVIL RIGHTS COMMISSION

Labor's Pioneering Civil Rights Role

The California Labor Federation, AFL-CIO, is the organization that resulted from the merger, in 1958, of the former AFL and CIO state bodies. For many years prior to the merger, however, both state organizations took an active interest in the field of civil rights and worked to improve democratic practices both within the labor movement and in the general community.

Because unions are so closely related to jobs and to working conditions, it is natural that our first area of concentration should have been that of fair employment practices. The trade union movement in California campaigned actively for fair employment practices legislation in many sessions of the state legislature, beginning in years when we were not even able to get our FEP bills out of committee in either house. In 1955, along with other groups, we undertook to organize a committee to coordinate the activities on behalf of FEP legislation of the numerous groups who had become committed to FEP. Together we formed the California Committee for Fair Employment Practices, and in the 1959 session of the state legislature were successful in our campaign, not only for a strong FEP law, but for a fair housing law, a broad public accommodations law and a number of other civil rights laws.

FEP on the Job and in the Union

I think it is important to point out that the trade union movement supported an FEP law which applies to labor unions as well as to employers and to employment agencies. We supported such legislation, despite the fact that it might be used against certain trade unions, because we consider FEP laws an indispensable aid to the labor movement in remedying discrimination problems wherever they exist in our own ranks. Let me spell this out:

Most employment opportunities have not been controlled by union hiring halls, even before recent labor legislation. Most workers are hired by the employer in one way or another, and under the terms of majority collective bargaining agreements, the persons hired by the employer become union members within a specified period of time. As a result, our local unions have, in many cases, been denied the valuable experience of having members from the varied racial and religious backgrounds who make up California. The denial of this experience, as a result of employer hiring practices, has hurt the labor movement in that it has made us less effective at the community level on problems in the fields of housing, education and related civic activities than we would otherwise normally have been.

Some job opportunities, however, have been more directly influenced by the trade union in a given craft or industry. For example, the members of a union, at some time in the past, may have expressed themselves in opposition to admitting into membership a Chinese, a Negro, or other person because of national origin. The officers of such a union, subject as they are in California to democratic controls, have often felt that they had neither the right nor the power to change a discriminatory practice based on these old prejudices. Now, with a state Fair Employment Practices Commission, these officers can say to their members: "This is the law. This is the way it has got to be. There can be no discrimination by this local union." Already, without mentioning any names, we are seeing some of the few remaining discriminators change their policies. In most of these cases (some going back before the state Act, but influenced by the San Francisco FEP ordinance), the discriminatory practices have been diminished, not because of complaints filed with the FEPC, but because there was, in the law, this formal official statement of public policy, together with an enforcement agency.

The FEP laws have helped in another situation, too, where unions have practiced equal job opportunities, but where employers have resisted. Today, and in recent weeks, a number of unions have taken the law as a signal to say more firmly to employers:

"You cannot reject the union member who applied for that job because you refuse to employ Negroes. This is against the law. We, the Union, will file a complaint with the FEP Commission."

We have noted in a few cases that unions which have taken up this fight have been more particular about what they consider to be a good stttlement of the case than some FEPC officials were.

It is for these reasons, as well as the record of Fair Employment Practices agencies in every state where they have been in existence that the California Labor Federation strongly urges the Commission on Civil Rights to recommend to

the Congress the enactment of a federal Fair Employment Practices law. It can be the single most effective instrument for solving problems of employment discrimination.

AFL-CIO Internal Program for Democratic Practices

We realize, of course, that something as complex as the hiring patterns of a community can not be cleansed of discriminatory practices overnight, even by a strong FEP law. Some of these patterns are very deeply rooted, and the trade union movement, as part of the general community, has within its membership some Americans who still carry some of the prejudices of their general community. The AFL-CIO, therefore, has developed a structure responsible for carrying out an intensive program of both education and action on behalf of democratic practices as they relate to civil rights. At the national level, this structure is the AFL-CIO Civil Rights Department and the Civil Rights Committee. At the state level, the California Labor Federation has its standing Civil Rights Committee, of which I am the chairman.

The program of these structures is based on the following steps:

1. The development and enunciation of clear official policy, in some detail, on civil rights questions. (Attached is a copy of the policy statement and resolutions in the field of civil rights adopted by the 1959 convention of the California Labor Federation, AFL-CIO.) In this connection, we urge the Commission to emphasize to the executive arm of our federal government the importance of making clear to all sections of these United States its policy on behalf of democratic practices and its program for enforcement. This has sometimes been lacking in the past few years.

2. Giving positive leadership to the expansion of these policies in day-to-day practices so that more and more people become involved in actions in support of these policies, and so that those who may oppose democratic practices become increasingly isolated and impotent. Grassroots action on behalf of FEP legislation, for example, has brought hundreds of local union officers into a more personal contact with the whole field of civil rights.

We are confident that between the FEP law and the internal program of the labor movement, the remaining vestiges of discriminatory practices will be eliminated in a few years. We would urge the Commission to impress upon the organizations of businessmen and industrialists their responsibility to develop a similar program.

Job and Housing Discrimination Perpetuate Themselves

In this statement, we shall not refer to the numerous statistics on the incidence of job discrimination or the cost of job discrimination. The Commission staff is, I am sure, aware of the census tract figures. Numerous agencies have made studies on the existence of discrimination, some of which are available here in San Francisco. Perhaps what is most important is that a few employer groups who had for years opposed FEP in California, claiming there was no discrimination, in 1959 changed their plea to a recognition that there was discrimination, but argued for voluntary instead of legislative remedy.

From the jumping off point of employment, it was both natural and inevitable that labor should become concerned with the civil rights problems in the fields of housing, education and international relations. This is true both because the entire field is united by the philosophy of democracy, and because the practical considerations were constantly showing up the interrelationships. For example: Employment problems become aggravated by the concentration of minority people in the centers of the large cities. Often these people do not bring the kind of skills or work experiences which the community needs, but they cannot easily move out to where their skill is needed because they cannot get housing in the place where the jobs do exist. We have found that, when a large employer does move his facilities (as the Ford Motor Company did from Richmond to Milpitas), the minority workers have a very severe problem because of discrimination in the sale or rental of housing. The union in this case, the United Auto Workers, had to create a new open-occupancy housing development, from the ground up, in order to begin to meet the problem of its members.

In addition, such ghettoized communities have a way of shutting out knowledge of job opportunities other than those which traditionally dominate the job market for the minorities in the ghetto. If the minority population were able to live in other and different neighborhoods, more of its members would become aware of other opportunities. These segregated neighborhoods also serve as an arena for the easy exploitation of its people by employers of their own group, who, by isolating them from the knowledge of the gen-

eral community, are more easily able to keep these workers unorganized by labor and unprotected by state laws.

Segregated Schools Breed Inferior Job Preparation

In this connection, we would also like to raise the problem that the quality of the education available to children in such concentrated minority neighborhoods, where they are frequently concentrated in public schools whose student body is based on these same neighborhoods, is perhaps of a lower quality than the education available in other schools. To the extent that this is true, and we are not now prepared to make this as a specific charge, these minority children are not as well prepared for the competition for jobs when they graduate. This makes them less able to take advantage of the opportunities which are opened up by FEP laws and trade union activity.

The whole problem of education and training for employment is very closely tied in with the problem of job discrimination. Training requirements for most jobs are being constantly raised. The apprenticeship programs, for example, are now increasing their requirements. Some are planning to require not only a high school diploma, but specific academic courses, such as two years of math, as may be necessary for successful apprenticeship training. The youngster with all of the general aptitude in the world, who lacks the required subjects and diploma, may have to go back to school before he can become an apprentice. But in order to prevent this frustrating rejection, how are they to know what the requirements are? It is not enough to say that their families should tell them. Few, if any, parents are qualified to impart such details of job counseling. Certainly, minority parents who have been subjected to generations of very separate and very unequal education in the South should not be expected to be able to do this job. The school counseling system has to fill this gap.

But school counseling is often just not good enough. We have found most counselors with whom we have talked ignorant of specific apprenticeship training standards, and the problems of minority youth placement in the apprenticeship program. Many counselors are unprepared for the responsibility of giving the minority youngster the kind af careful attention he needs. Many school systems are short on funds for adequate counseling for any children, much less for those of the minority group. The under-utilization of the abilities and skills of minority young people is probably the largest waste of a national resource in America today.

Federal Aid and Leadership for Minority Youth Training

The local school systems should be encouraged and aided to do a better counseling job for all youth and to give special emphasis to upgrading the goals and the training of minority youth. We believe that this, as well as other important improvements in our national educational system, requires federal aid to education. The trade union movement supports federal aid to education in the knowledge that the American who is undereducated is a citizen who is less able to make his full contribution, and thus less able to function actively in our democracy.

We are painfully conscious of the fact that today, in this period of population mobility, our neighbors, our shop mates, our fellow union members may very well have received their education in some other part of the country.

If they bring with them the poor education which has been meted out by our Southern states to many Negro and white children, but especially to Negro children, we feel its impact. In this unified nation we cannot live separated from the problems in any corner of it. We cannot be expected to accept the South's resistance to the rulings of the Supreme Court. Their practices affect us and the future of the nation.

The federal agencies which work in the areas of education and apprenticeship can give more leadership on this problem. Any school system which does not want to accept the help of a federal agency on the basis of non-discriminatory practices may not accept it, but these agencies, which all of us support, should offer aid only on the basis that it be available equally to all people, regardless of race, religion or national origin. We believe that the school systems in this category will dwindle in number to the point of insignificance in time.

The trade union movement has a responsibility to make knowledge of the apprenticeship opportunities available to all youth in the community on a non-discriminatory basis. We are now engaged in a program to assist our unions to do this in California.

We have offered our cooperation to the State Division of Apprenticeship Standards for the elimination of any discriminatory practices which may exist. The

apprenticeship structure cannot come to bear on this problem, however, until the young man comes to it. Getting him to come to it is a responsibility of the school systems.

Finally, in the area of education—employment relationship—we would urge that a concerted drive be made to increase the employment opportunities of Negro teachers in our school system. Nothing would help more to build a stronger respect for intellectual preparation among Negro children. Many school systems here in California have refused to employ Negroes. Many systems have employed probationary teachers (which means they could not qualify for a credential) rather than hire a fully credentialed Negro teacher. These must not be tolerated.

In 1957 we in California amended our Education Code to set up a Commission on Discrimination in Teacher Recruitment in our State Department of Education to assist local boards of education in eliminating discriminatory practices. This progressive legislation, we are proud to say, was proposed by the AFL-CIO Teachers' Union.

Recently, the Executive Secretary of the Commission reported to a meeting of the Instruction Division of the State Department of Education on a survey of some 708 of the largest school districts. The survey showed 295, or 42 per cent of the districts had hired no Chinese, Japanese, Mexican or Negro teachers in the last ten years. The Executive Secretary, however, reported that some progress is being made in the direction of ending discrimination in this important area.

Nevada Hotel Practices Threaten International Ill Will

We have learned, too, that the interrelationship of the different areas of civil rights problems can be great, even when they are not close geographically. For example, the long-established practice of hotel and motel discrimination in most of Nevada has been a major psychological irritant here in California, where our laws make discrimination in public accommodations subject to court damages. Visitors from the Bay Area to Reno form the largest single source of northern Nevada customers. When they go there they are, or at least they have been, strictly segregated for sleeping accommodations, for eating and even for gambling. This problem would have become a regional issue even without the forthcoming Squaw Valley Winter Olympics because of the large number of minority people who have come back from Reno or Lake Tahoe, bitter and antagonistic from their experiences there. Caucasians, too, have learned about un-American practices there. These experiences have cropped up in meetings in California set up to discuss Brotherhood Week, state political party platforms, FEP, and state finances.

We have made a public request to the people responsible for the Olympic Games to take steps to prevent discrimination in public accommodations in connection with the games this February. We have joined so vigorously in this campaign which was initiated by the National Association for the Advancement of Colored People, because we feel strongly that every American should not be made to suffer from an international incident which might develop if there is discrimination in connection with the Olympic Games, just because hotel and motel owners want to continue their discriminatory ways. In this campaign we have been joined by the Nevada State AFL-CIO. We in California feel strongly that this is our concern because it affects so many Californians, even when there are no Olympics at Squaw Valley. In this respect, we feel that the depriving of full American rights because of color in any part of the United States is our concern, here in California.

In Nevada, as in most states, the hotel or motel or casino must be licensed. This is true of many businesses at a local level, and many operations at a national level. We believe that any time a government license is required for a person or a corporation to practice or engage in business, then one of the conditions for the granting of that license should be non-discrimination. No arm of our government has the right to grant a license to practice or do business on any lesser terms. We therefore feel that the situation in Nevada is not hopeless in the absence of specific legislation in that state. We believe that the government can act.

Housing Initiative Areas Open To Federal Government

Perhaps the field of housing is the one in which the federal government can exercise the most leadership since this has been a field of considerable government participation.

The field of equal housing opportunities for all Americans is probably the most important problem area in California today. It is not a new area of concern for the labor movement. In 1956 the following comprehensive resolution was adopted

by the annual convention of the California State Federation of Labor:

Resolution No. 174—"Housing Program."

"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 or 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 out lawing 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."

This resolution was re-enacted in 1957 and embodied in the policy statements on housing adopted in subsequent years. Prior to the merger of the state AFL and CIO, the State CIO Council had also adopted similar strong policies on the question.

You will note that the burden of the above resolution is on what can be done about discrimination in housing. This is also the burden of what we will discuss today. We are sure that the numerous community groups who are testifying at this hearing will make clear the existence of discrimination in housing, and we will

not attempt to duplicate their testimony. Needless to say, many of these groups are organizations with whom we in the labor movement cooperate on both legislative and day-to-day programs to eliminate discrimination.

The Need for Housing

Many agencies, including your Commission, have noted the fact that there is a general shortage of adequate housing in America. This shortage is especially great for low and middle income families, regardless of color. It is much greater for non-Caucasians, especially Negroes. Only one per cent of the new private dwellings constructed between 1935 and 1950 were available to non-white Americans, who constitute over 10 per cent of our population. This is a national disgrace.

The fact that more housing is not being built, that there is a chronic housing shortage, is also a disgrace. We charge that the creation of a general housing shortage has been a deliberate goal of Administration policy, which has not only pressed for limitations on national housing laws in recent years, but has also so manipulated the interest rate as to make it harder to finance home building for the wage and salary earners of this country.

We recommend to the Commission, the comprehensive national housing program of the AFL-CIO which, if enacted, would be an important tool for making housing available to all Americans, by, at **the outset, making it available.**

Urban Renewal and Redevelopment

The labor movement has long supported urban renewal as a program for helping improve the central areas of our cities where the problem has obviously been beyond the capabilities of private enterprise. However, there have been so many complaints from Mexican-American groups in Stockton and San Jose and from Negro organizations in San Francisco and Oakland, that we feel the impact of urban renewal on the people who are displaced is not fully appreciated by the administrators of this program, either locally or in Washington. The fact is that it is usually a predominantly minority group which is displaced by the slum clearance phase of urban renewal. It also seems clear that adequate relocation housing is seldom available for these displaced people. Surveys may be made to argue that housing is theoretically available for these people, but between the inadequacies of these surveys and the fact that the people in need of relocation are barred from much of the alleged available housing because they are of some minority group, they are often severely hurt by urban renewal. We urge the federal government to provide that new housing for the displaced families of urban renewal programs be built **before** they are forced to move. An additional helpful policy might be to limit federal aid for urban renewal to those cities which have created a machinery for preventing discrimination in housing and which can guarantee adequate housing for the displaced families.

Present Housing Legislation

In many cities of the United States, housing projects have been built with federal funds and administered by local authorities which have practiced discrimination. Fortunately, the courts have in many areas ruled that discrimination in a public housing project must be stopped. But it should not have taken court action to achieve this desirable goal in those localities. Certainly, Congress could not have passed a law which provided for the discrimination and segregation which were practiced. Certainly, Section 42 of the United States Code, enacted in 1866, is still one of the laws of America, and it provides that all citizens of the United States shall have the same right in regard to **real and personal property** "as is enjoyed by the white citizens thereof." How then could administrators create or countenance discriminatory policy?

In general, in the field of housing, we do not believe that any of the programs of the Housing and Home Finance Agency allow for discriminatory practices. Congress could not and did not require discrimination, or allow for it.

President Eisenhower told Congress in 1954 that "the administrative policies governing the operation of the several housing agencies must be, and they will be, materially strengthened and augmented in order to assure equal opportunity for all our citizens to acquire, within their means, good and well-located homes." That was in 1954. Why then are government agencies still guaranteeing loans for banks and other institutions which have refused money to Negro home buyers? Why are home builders who refuse to sell to minority families still receiving various kinds of government assistance? Why has progress in this field depended on state or local legislation, rather than on administrative ruling and executive order?

Our charge is that, while we need more adequate civil rights legislation on a national level, we do not have to wait for

new laws in order to do a far more effective job of making housing available to all Americans, regardless of race. These funds are, after all, funds which come from all of us, but which are now being used for only some of us. This is not only unconstitutional and illegal, it is immoral.

Recommendations to Civil Rights Commission

We therefore urge the Commission to adopt the following recommendations:

1. The President should issue an Executive Order requiring all government aid in the field of housing to contain a nondiscrimination clause, as is required in the government contracts supervised by the President's Committee on Government Contracts. A similar enforcement body should also be created. No funds or guarantees of mortgages or other assistance should go to any builder, developer or lending institution that discriminates. All such institutions can easily prove that they are not discriminating by serving all Americans, regardless of race or religion.

2. A government agency for making direct loans to would-be home owners could be created in order to fill the need for home loans quickly, without long delays, as is often the case with the present Voluntary Home Mortgage Credit Program. This is probably the only way in which the housing needs of middle income families can be met.

3. A requirement of public housing (low rent) projects should be that they be in smaller units more widely scattered throughout the cities so that they can contribute to the integration of neighborhoods rather than to creating definite racial divisions.

4. The states should be urged to issue no license to any contractor, lender, real estate broker, or anyone else who functions in the housing industry, and who discriminates.

We urge these recommendations in the knowledge that the growing metropolitan centers of America are in many ways the very basis of civilization. If this base becomes unhealthy and racist, the very foundation of our civilization is threatened. We cannot wait for the South to evolve into democratic patterns before we launch such a program for meeting the problem of this age of growing metropolitan centers.

Civil Rights Debated in Congress

The debate on civil rights legislation was in full swing in the United States Senate at the beginning of March, with similar debate about to get underway in the House of Representatives. Meeting on March 4 and 5, the Federation's executive council adopted a report by its standing Committee on Civil Rights that placed powerful stress upon the importance of the civil rights issues to organized labor.

Following the executive council meeting, therefore, your secretary took immediate action to mobilize the support of the California labor movement for passage of an effective civil rights bill, and, at the same time, to warn our unions that organized labor must recognize and heed the fact that the moral, economic and political stakes involved in the civil rights fight are as real and as far-reaching for union people as they are for the minority groups immediately involved.

In a letter addressed to all affiliates of the Federation, your secretary urged them in the strongest possible words to communicate at once with their representatives in the Congress in support of a strong and meaningful civil rights bill.

Asserting that the debate in the Senate and House of Representatives probably affected the long-range well-being of the labor movement more profoundly than any other issue to be voted upon in this session of Congress, your secretary stated that "assurance of the right to vote is a basic minimum that must be won if our democratic processes are to have any meaning. The Southern congressmen and senators who played such a major role in enacting Landrum-Griffin and in frustrating efforts to enact liberal social legislation recognize the civil rights fight as the most basic challenge that can be made to their life-and-death power over legislation.

"The reactionary big business interests who look to the perpetuation of these undemocratically elected legislators in order to facilitate bigger and better anti-labor laws in the future are also deeply involved in the fight against enactment of a decent civil rights issue.

"Local unions and trade union members who play a passive role on this issue are missing the boat just as surely as though they had sat out the legislative struggle which preceded enactment of the Taft-Hartley and Landrum-Griffin Acts."

Since passage of an effective civil rights bill would be a major step toward a congressional atmosphere conducive to enact-

ment of fair national labor relations policies, along with many sorely needed improvements in the entire field of social legislation, your secretary listed a number of specific provisions which, in their letters to senators and representatives, the affiliated organizations should recommend to be included in the bills then being debated. Among these were: the appointment of federal officers to register Negroes and to ensure their voting rights in both state and federal elections in areas where it has been determined that these rights have been abridged by local officials; the prohibition of poll taxes and the use of force to obstruct court decisions on school desegregation; authorization of pursuit across state lines by federal authorities of persons suspected of hate-bombings; the granting of authority to the United States Attorney General to sue on behalf of individuals where civil rights violations are involved; the preservation of voting records; federal aid to communities to facilitate orderly school desegregation or where state funds have been withheld, and similar aid to provide schools for servicemen's children in those areas where schools have been closed.

Unfortunately, though not unexpectedly, the Dixiecrats' filibuster in the Senate and their well-organized resistance in the House won the day, and a weak and inadequate bill was all that came out of the 86th Congress.

Squaw Valley Winter Olympics

Joining vigorously in a campaign initiated by the National Association for the Advancement of Colored People, the California Labor Federation, in the policy statement on civil rights adopted by its August, 1959 convention, warned of the possibility of an international incident occurring during the 1960 Winter Olympics to be held at Squaw Valley in California, if discrimination in housing accommodations for members of racial minorities were permitted. That this possibility existed was evident in the long-continued common practice of hotels, motels and resorts refusing to rent accommodations to people because of race, color, creed, and national origin, and was compounded by the fact that during the Olympics many people would seek accommodations across the state border in Nevada, whose practices in this field have been notoriously bad. The Federation therefore urged labor and government in Nevada to join forces with labor and government in California and take action to prevent any occurrences of discrimination during the Winter Olympics.

The following month, the convention of the Nevada State AFL-CIO adopted a statement of policy paralleling that of our Federation. Follow-up action immediately got under way, under the coordination of William Becker, secretary of the California Committee on Fair Employment Practices, of which our Federation in an active member.

In October, a report of Nevada's Advisory Committee to the U. S. Commission on Civil Rights confirmed the fears of the NAACP and the state labor federations. By this time, however, the early warnings by California and Nevada labor had alerted public officials in both states to the danger, and in Reno, key point of possible incidents, officials had accepted the problem as one that had to be solved. In California, Attorney General Mosk called upon all Olympics organizing committees to take immediate action to prevent the possibility of embarrassment either to California, or to our citizens and guests, and instructed Franklin H. Williams, chief of the Division of Constitutional Rights in the Attorney General's office, to investigate the situation.

In response to demands by the NAACP, the California Labor Federation and the Nevada State AFL-CIO for action to prevent discrimination. Prentice Hale, president of the Olympics Organizing Committee, stated in November: "The Organizing Committee joins with the California Labor Federation and the Nevada State AFL-CIO in deploring discrimination. No discrimination exists within the area controlled by the Organizing Committee, VIII Olympic Winter Games at Squaw Valley. Additionally, the organizing committee will do all possible to fight discrimination wherever the opportunity arises."

Thanks to the NAACP's anticipation of possible trouble, as well as to labor's early warning and alerting of officials, the Winter Olympics were held without any incidents of racial discrimination.

State FEPC

The past year has seen the new Fair Employment Practices Commission, created in 1959 by the passage of the state Fair Employment Practices Act, get under way under the chairmanship of John Anson Ford.

One of the Commission's earliest tasks was the preparation of a "pre-employment inquiry guide," spelling out the requirements of the anti-discrimination act

with regard to permissible and unlawful items on job application forms and in interviews and help-wanted advertising. A preliminary draft of this guide was distributed by the Commission in December to representative employer groups, employment agencies, labor organizations, state and local government departments, personnel and industrial relations associations, and civil rights agencies. Public hearings on the draft guide in San Francisco and Los Angeles were scheduled for early in the new year.

At the San Francisco hearing on February 24, certain employer groups concentrated their fire on removing from the guide, prohibitions against requiring photographs, birth certificates and naturalization papers. On the eve of the March 16 hearing in Los Angeles, your secretary sent a wire to Chairman John Anson Ford, emphatically stating the Federation's position. Warning that the groups which had striven unsuccessfully to defeat the Fair Employment Practices Act, and failing that, to emasculate it, would undoubtedly attempt to reach their goals through administration of the law, your secretary expressed the Federation's concern that the Act be strongly enforced. Specifically, in regard to the employers' objections, your secretary urged the Commission not to retreat from the barring of photographs, birth certificates and naturalization papers as underhanded methods of screening applicants and discriminating against qualified workers.

The completed "pre-employment inquiry guide" was issued about the middle of July. The principal items listed as "unlawful" are: applicant's photograph, birth certificate, naturalization papers; inquiries about applicant's birthplace, religious affiliation, race, color, national origin or ancestry, address of relatives other than spouse or children, military experience, organizations to which applicant belongs which may indicate race, creed, color, national origin or ancestry.

PROBLEMS OF THE AGED AND THE AGING

In the past few years, the mounting problems of the aged and the aging in our state and nation have increasingly drawn attention to the urgent need to find solutions for them as quickly as possible. These problems, numerous and acute, include, but are not limited to, social security retirement benefits, housing, employment discrimination, and medical care. During the year since our last convention greater attention has been paid to these problems than ever before, and although few solutions have as yet been found, and fewer set in motion, progress has been made in analyzing the problems and shaping remedies.

Throughout this period the California Labor Federation has been engaged in numerous activities connected with the search for solutions.

U.S. Senate Hearings

On October 28, 1959, Secretary Haggerty presented the following statement before the Subcommittee on Problems of the Aged and Aging of the U. S. Senate Committee on Labor and Public Welfare at a hearing in San Francisco:

STATEMENT BEFORE SUBCOMMITTEE OF U. S. SENATE COMMITTEE ON LABOR AND PUBLIC WELFARE

Organized Labor in Relation to the Aged and Aging

It is natural that labor should increasingly concern itself with adequate provision of income and benefits as a matter of right for older persons. The greater longevity of workers today is due in no small measure to the many union accomplishments in the way of higher wages, better working conditions, shorter hours, health and safety precautions.

Aging workers have had little defense in most problem areas affecting them other than that provided by the legislative and collective bargaining efforts of their unions. In seeking to lessen the impact of automation and other changes in our industrial life, labor has rejected any approach to the problem based upon restriction of technological progress.

A heightening sense of job insecurity of older workers has resulted in recent years from the growing trend towards automation and decentralization, business fluctuations, insurance company requirements, and industry's frequent misconception as to the productivity of older workers.

The primary protection for the older worker has been in the widening of the seniority base. Some unions, particularly in the building trades, have won contract clauses guaranteeing the hiring of a certain ratio of older workers. Labor has increasingly sought contractual guarantees that workers displaced by automated processes be provided the opportunity to learn the new operation and the right to be placed in the new job. It has resisted the imposition of hard and fast retirement

rules and has worked for fair hiring policies and special transfer arrangements for older workers.

The shortcomings of our national retirement program have forced this problem into the collective bargaining arena. Organized labor is in part responsible for the extension of group pension plans to about one-third of all wage earners. Even so, too many workers who lose their jobs before retirement age are deprived of their pension rights, despite the growth of vesting rights in negotiated programs. Some unions have supported their own pension plans and homes for retired members. Many labor organizations have helped their retired workers to participate in community activities and have included them in their regular education activities. They have supported counseling programs and helped provide social centers for pensioners.

Senior Citizens Needs Still Unmet

Nonetheless, the legislative and collective bargaining gains which organized labor has spearheaded are demonstrably inadequate. Most of our senior citizens are not sharing in the higher living standards which have been made possible by our expanded national output. A lifetime of contribution to the building of our economy has too often been rewarded by a home in the slums and an inadequate diet. The means for pursuit of essential hobbies, travel, social and recreational activities have not materialized from our society.

Needed attention from a physician is often postponed because of the havoc such expenses visit upon other portions of the budget or upon meager savings. Anxiety over possible financial disaster resulting from severe illness adds to the fear of the illness itself. Good nursing homes are scarce and the conditions in many are shockingly poor.

A proper appreciation of the hardships under which our nation's 16 million senior citizens live today involves extensive study of many economic, social and cultural factors. Perhaps none of them individually throws more light on the state of affairs regarding California's aged than the fact that a $2,557.74 income was necessary for a **single working woman** in January, 1959, in our state's metropolitan areas for a living standard adequate to maintain her health and welfare. These were the findings of the Industrial Welfare Commission of the California Department of Industrial Relations.

To cope with such living costs, the average retired person amongst our 13.2 million Social Security beneficiaries must rely principally, if not solely, upon the benefits he receives from that program, Yet the average retired worker's benefit from OASDI in June of this year was $72.19 monthly or $866.28 annually. The average received by widows of retirement age was about $54.14 monthly or $649.68 annually. Three out of every five men and women over 65 years of age had incomes under $1,000 in 1958.

Others who are technically covered by OASDI, such as migratory farm workers, are reaching retirement age either without any credits or with extremely low benefits due to the unrealistic provisions of the law.

For those millions of retired persons having little or no independent source of income, the transition from wage earner to Social Security beneficiary is clearly a difficult one. It takes place at a time in life when health and medical requirements are sharply on the increase. The recent study completed by the Department of Health, Education and Welfare has conclusively demonstrated that the incomes of retired workers are too low to meet rising medical care costs. It would be the height of folly to rely on the hope that voluntary health and hospitalization plans can even begin to meet the need. Such plans cover 70 per cent of our nation's people but defray only 25 per cent of the bills. The fact that our older citizens are more prone to injury or illness has resulted in only 46 per cent coverage by private health insurance policies of OASDI beneficiaries. At that, premiums are much higher and benefits much lower than is true for younger policy holders.

The State of California's Citizens Advisory Committee on Aging reported on September 30, 1958, the Department of Industrial Relations found that among union-management negotiated health and welfare plans covering more than 850,000 employees in California, medical care benefits cease upon retirement in plans covering 93 per cent of the workers, although limited conversion rights at the employee's expense are sometimes provided. It reported that benefits for dependents are even more rare after the worker retires as they cease in plans covering 98 per cent of the workers surveyed.

Unemployment After Forty Years of Age A Growing Problem

The problems confronting our citizens over 65 have been increasingly extended to workers who are beginning to approach that age level. We have some 35 million

people between the ages of 45 and 64. The Subcommittee has already received testimony to the effect that in certain occupations a man can be old at 30 or even in his 20's. It is quite common for workers who have passed their 40th birthday to find themselves classified as unemployable. Their prospects of gaining new employment in each succeeding year become progressively poorer.

The ramifications of unemployability after 40 go beyond the loss of wages and the rather quick expiration of unemployment compensation benefits. A worker's ultimate Social Security benefits undergo serious erosion as the months and years of unemployment are calculated into his "average monthly earnings."

Beyond these direct economic impacts, such premature permanent unemployment can have far-reaching effects upon the individual's sense of usefulness and self-esteem. It has already been noted in these proceedings that mental and physical breakdowns are frequently traceable to the removal of people from a meaningful existence.

Aside from the problem of age discrimination in hiring, unfair policies also exist in relation to the retention, promotion, demotion and reassignment of older workers. However, primary attention should be focused on the hiring problem as collective bargaining gains hove provided fairly effective protections in the other areas.

It should also be noted that those below the age of 50 who have the misfortune to become disabled find themselves too young for disability benefits. This is so even though their personal needs are every bit as great as those over 50, while their responsibility for minor dependents is apt to be at its maximum.

The scope of these problems is destined to grow substantially rather than diminish in the future. Conservative estimates are that by 1970 we will have 20 million people over 65 years of age, 8 million of whom will have passed their 75th year. The advance of medical science which is bringing a life expectancy of 125 years within reach, could result in a population of from 30 to 40 million persons over 65 by 1970. We consequently share the fear of an earlier witness who observed that if present trends and relationships are continued, the nation's skid rows are destined for an unprecedented boom.

Full Unemployment Through an Expanding Economy Is the Most Basic Solution

Specific aspects of the problems of the aged and the aging can be dealt with by implementation of the various recommendations submitted later in our statement. None of these recommendations, however, would have an effect nearly as profound and constructive as would be realized by an energetic program promoting full employment and the kind of economic growth of which we are capable.

The restrictive fiscal policies of recent years have been estimated by the Conference on Economic Progress and other economic analysts to have cost us over $150 billion in the production of goods and services between 1953 and 1958. The magnitude of this loss, and a glimpse of what its avoidance could have meant in terms of improved programs for the aged, can be seen when we compare it with total disbursements of $33.3 billion in benefits paid out to all OASDI beneficiaries over this six-year period.

Measured in uniform dollars, our average annual growth was only 1.3 per cent for 1953-58, compared to 5.3 per cent for 1950-53. Our new technology requires an annual growth rate of about 5 per cent if we are to avoid a long-term chronic rise in unemployment of plant and manpower.

Another commentary on this loss is contained in the 1959 Economic Report to the President. This report indicated that while our manufacturing capacity rose 25 per cent from 1953 to 1958, our volume of manufactured goods averaged no more in 1958 than in 1953. It is further underscored by the fact that our per capita personal income of $1831 in the second quarter of this year was below the $1839 level of three years ago, despite an intervening rise of almost 11 per cent in the Consumer Price Index.

The nation will continue to be robbed of wealth of such proportions as long as negative policies dominate the thinking of our federal government. These policies have been based upon greatly exaggerated allegations of the inflationary effect of programs serving the economy's real needs and the people's ability to work and consume. At the same time, they have remained wilfully blind or indifferent to the role played by the administered pricing policies of large corporations as the major cause of inflation and as the main obstacle in the way of an equitable sharing in the fruits of our greater labor productivity.

The adoption of fiscal, tax and related measures designed to initiate and maintain rapid economic growth would maximize job opportunities and decent incomes for older workers, thus safeguarding the level of their ultimate pension benefits. It would swell governmental revenues at all levels, thereby simplifying the financing of housing, hospitals, nursing homes, and other community facilities vitally needed by the aged.

Although our senior citizens constitute almost 9 per cent of our population, they receive only 3.6 per cent of our national income through our Social Security system and private pension plans. The recapture of our former 5 per cent rate of annual economic growth would provide the basis for substantial liberalization of our retirement program. For that matter, significant improvements could be made even if we continued to allocate no more than 3.6 per cent of national income to the retired.

We again urge avoiding excessive concentration on the specific symptoms which arise from a sagging growth rate while ignoring the basic cause of the problems of the older workers.

Federal Government's Responsibilities To the Aged and Aging

The federal government's responsibilities to the aged are greater than those of the various states. Not only does it possess greater resources, but it does not have to contend with the fear that any increase in taxes might drive industry to other communities. Congress most clearly recognized these responsibilities when it created the Social Security system in 1935.

As we venture further into this age of revolutionary new technology and power sources, Congress must begin to realistically grapple with the drastic economic and social implications involved. It must realize that one of the products of this new age has been a rising percentage of permanently unemployed even during high production periods. A disproportionate share of these displaced workers are those who have passed their 40th year.

Congress must act upon the inescapable fact that the 40-hour week itself is daily being relegated to the horse-and-buggy age. It must recognize that a dangerous imbalance is being created by an acceleration in the rate of mergers of large corporations, thereby strengthening the ability to administer prices, paralleled by a deterioration in the rights of working people and their unions in the eyes of the law. Such developments, to the extent that they may weaken unions and make them less effective, are a danger to established safeguards for the aged.

Our vast productive potential in all areas of our economy has also removed all traces of justification for the inadequate level of our minimum wage law as well as its continued exclusion of some 20 million workers.

While we believe that the realization of a full employment economy would most profoundly benefit the aged and the aging, there are many other specific areas where congressional action is urgently needed. Not the least of these is that of finding solutions to the problem of discrimination because of age.

Employment Discrimination Based on Age

The roots of discrimination in employment practices based upon age are anchored in certain economic considerations which we firmly believe are largely fallacious. Refusal to hire older workers is usually based on the belief that they lack the flexibility to meet changing conditions and are not able to meet production standards. Other factors are the notion that they do not meet minimum physical standards and the fear that higher pension and insurance costs due to their proximity to retirement age are involved.

In some situations, of course, some or all of these may be true. In our view, however, the tragedy of the situation is that there has been very little in the way of efforts to determine how much of this is actually factual. It seems obvious that many of these attitudes arose in another age and have been accepted much too uncritically. For example, muscular strength was at a premium in a great many lines of employment only a few decades ago. The advent of the new technological and electronic age has greatly supplanted this attribute by more mature qualities such as judgment, reliability, responsibility, dependability and breadth of experience. The educational requirements and attainments of the workers of yesteryear were considerably lower than those of the older workers of our time. In addition, the older worker of 1959 is apt to be in a much better physical condition due to advances in medicine and in the living and working conditions which took place during his working years. This was commented on four years ago by Dr. Joseph H. Sheldon, president of the International Association of Gerontology: "This century's medical and social advances mean that old age begins at 75 rather than 60."

Studies of the performance of older workers have provided us with an objective basis for our convictions in this matter. The members of the Subcommittee are no doubt thoroughly acquainted with the many such investigations in this area by the U. S. Department of Labor in recent years. A typical study performed by the University of Illinois polled supervisors in manufacturing, office, retailing and managerial establishments regarding the performance of more than 3000 workers who had passed their 60th year. On over-all performance, these workers were rated as follows:

Excellent	14%
Very Good	28%
Good	38%
Fair	18%
Poor	2%

In regard to qualities such as absenteeism, dependability, judgment, work quality, work volume and getting along with others, the supervisors rated the over-60 group to be superior in each instance to their younger co-workers.

We feel confident that any problems that may exist in relation to pension and insurance costs can be resolved satisfactorilly by government, labor and industry. We feel less confident that such efforts will be made unless the government assumes responsibility for some guidance and education. As it is, such costs often have relatively little basis in fact as pension benefits are commonly related to the amount of service. The problem can be further reduced by an increased use of vesting provisions in pension plans. It would indeed be the height of irony were we to continue to permit programs initiated to benefit older workers to be used as instruments in the destruction of their employment opportunities.

Anti-Age Discrimination Legislation

Not only is age discrimination harmful to the older workers themselves, it clearly represents an immense waste of productive resources to the nation as a whole. The California Labor Federation urges the enactment of effective legislation prohibiting hiring and employment discrimination based on age. Most of the nine states already having such legislation include it as part of the functions of their Fair Employment Practices Commission. At least, the federal government should eliminate age restrictions in its employment policies. Since we believe that fair policies along these lines are economically sound from the standpoint of industry, we feel such a law should make ample provision for research and educational activities in order to assure maximum voluntary compliance.

We have some precedents in our experience which begin to suggest what could be accomplished in this area by a concentrated federal program.

Several years ago the Department of Labor and the State Employment Security Agencies began a modest program to break down these barriers and to promote hiring on the basis of ability without regard to age. Federal funds made possible the appointment of an older worker specialist in each state. Many of the larger local employment offices now have specialists engaged in training personnel for improved service for older workers, in stimulating expanded job-finding, testing and counseling services and promoting employer consideration of older workers' qualifications. In the spring of 1959, there were 35 older worker specialists in local offices of the California Department of Employment.

Some of these specialists work with and advise State Committees on Aging as well as similar local and civic bodies.

The Department of Labor reports that employment service representatives now find it much easier to approach employers on this subject and point to a number of cases where companies have removed upper-age restrictions recently. We view this as a very commendable program but one which needs a much more substantial budget if it is to achieve its objectives in a satisfactory manner.

Federal Prepaid Health Insurance Program Needed for the Aged

We have already commented on the severe shortcomings of our public and private health and retirement programs. We would like to submit our thinking as to minimal legislative action needed to correct the deplorable health care conditions under which so many of our aged live.

Organized labor is committed to the principle that the condition of a patient's health rather than the condition of his pocketbook should determine the care he receives. We cannot reconcile ourselves to a state of affairs where a modest home and savings acquired through a life of hard work is so frequently placed in grave danger at the very time that they are most needed.

Most civilized nations have already adopted some form of health insurance covering at least their senior citizens. It

is noteworthy that our Canadian neighbors found their pilot programs in British Columbia and Saskatchewan so successful that they are now in the process of embarking upon a National Hospitalization Insurance Program covering all residents.

Similar action on the part of a great and prosperous nation such as our own, applying at least to our retired workers, is long overdue. We urge Congress in its forthcoming session to enact the Forand Bill (H.R. 4700). This measure would provide Social Security recipients with 60 days hospitalization each year, 120 days nursing home care (less any hospitalization time), required surgical services, drugs and appliances, and free choice of facility. This program would be financed by Social Security Trust Fund contributions by worker and employer of ½% on the first $4800 earnings, or a maximum cost to the eventual beneficiary of $12.00 a year prior to his retirement. We believe that purposes of both economy and human well-being would be well-served by the incorporation of preventive medicine features in such a program.

The need for such prepayment health insurance system for our senior citizens has been established beyond a shadow of a doubt by the unhappy experience they have had with private policies. The practicability of the Social Security system as the mechanism for channeling the payments and benefits of such a program has been attested to by the Department of Health Education and Welfare.

Another improvement that should be made in this area is legislative restoration of the Federal Trade Commission's right to regulate advertising of health and accident insurance companies. The FTC's regulatory power was removed by a Supreme Court decision which handed these powers back to the states. This decision was clearly not in the interest of the people in that the original intervention by the FTC was precipitated by the failure of the several states to prevent misrepresentations by such companies.

It is our firm belief that further regulation is required to prevent the widespread criminal victimization that has taken place in the past in this field. Such insurance companies should be prohibited from cancelling or refusing to renew hospital and health insurance policies which have been in effect for a reasonable period of time. Since the average policy holder is not able to cope with the tedious and legalistic phraseology of such policies, he should be protected by a mandatory requirement that any age limitations in such policies be stated in large bold type on the face of the policy itself. Labor further supports study of the feasibility of legislation which would guarantee retired workers the right to maintain their group health insurance policies at the same cost and with the same benefits which were enjoyed prior to retirement.

Aid to Medical and Old-Age Facilities and Personnel

The development of a comprehensive program dealing with the problems of the aged cannot ignore serious national inadequacies in the areas of medical personnel and facilities. The House of Representatives this year passed a bill for medical research with an appropriation of $344 million. The importance that we have attached to medical research in the past is perhaps best commented on by the fact that we annually spend almost as large a sum on greeting cards.

Organized labor calls for a more mature approach to the health problems of the nation which so disproportionately affect our older population. We urge substantial increases in federal grants to schools training medical personnel and to students for scholarship and research. Federal matching grants should be expanded to at least $150 million a year for state and local construction of hospitals. The nation critically needs expanded aid for state and local public health units. A broad program is needed for the improvement of mental hospitals, and for an increase in facilities and services for the mentally ill. Part of such a program must be the appropriation of funds for the training of psychiatrists and other mental health personnel. The health functions of the U. S. Public Health Service must be strengthened and should include restoration of and increased Pure Food and Drug Administration activities for advancing industrial health.

The special needs of our senior citizens, particularly those over 75 years of age, cannot be met without provision for long-term institutional care. We are in agreement with earlier testimony to the effect that much public and private expense could be saved if additional health services could be provided for invalids in their homes. The training of professional personnel working with the aged must also be broadened.

OASIDI in Need of Improvements

The provision of medical care benefits should receive No. 1 priority. The California Labor Federation, however, feels

strongly that the objectives of the Social Security system as a whole should be geared to the provision of a decent standard of living after retirement rather than to the barest subsistence level. The fact that the average beneficiary today receives less than one-fourth of his normal take-home pay, while only some 25 per cent to 30 per cent of beneficiaries are covered by private pension plans, makes it evident that we are a long way from the desired objective.

As Social Security benefits have risen, both in coverage and in payments, charity and public assistance rolls have gone down. Additional improvements in the system will inevitably lighten the burden on other agencies. They will further have the effect of rendering our program for the aged more orderly and more dignified.

There are several immediate steps that should be taken in this direction. The earnings ceiling should be lifted from the present level of $4800 to $6000 annually. Benefits should be computed on the basis of the years of highest earnings for people with many years of coverage. Higher primary benefits should be provided for persons who choose to work beyond the age of 65. The retirement age for women should be reduced to 60 so as to conform with the average five-year discrepancy in the ages of man and wife. This would facilitate the retirement of men who wish to do so at the age of 65. In order to assure that the purposes of the Social Security system are met in the future, we support the principle of adjusting the size of benefit payments to any fluctuations in the Consumer Price Index.

The exclusion from coverage of workers disabled before the age of 50 should be eliminated. Persons under 65 who are unable to work, or to find steady employment, should be afforded more liberal disability insurance and extended unemployment compensation.

Labor also advocates liberal federal matching grants for all types of public assistance programs and the abolition of residence requirements, so long as our Social Security system does not extend to all.

Labor vigorously disagrees with the present policies permitting the Treasury Department to borrow from the OASDI fund at an interest rate of only 2-5/8 per cent while paying as much as 5 per cent in the private money markets. This represents a loss of close to a half billion dollars annually to the fund and constitutes an unwarranted subsidy by our older citizens for other governmental programs. Legislation requiring the Treasury to pay the same rate of interest to OASDI as it does to private lenders is highly in order.

Other Programs Essential to Well-Being of Senior Citizens

There are additional areas where Congress could make a contribution to the well-being of our senior citizens. One such area would be the creation of a food stamp plan with liberal eligibility requirements for our older citizens. Such a program should include a greater variety of food than has been embraced in the past and the utilization of established retail outlets in the distribution process.

We would like to point out that, aside from the broad moral reasons why our nation should enjoy a Fair Employment Practices Act, a very substantial portion of our older workers have definite stakes in such a measure. Those older and retired workers who are members of minority groups have been denied even the opportunity to accumulate equal savings and credits towards retirement benefits as a result of discrimination in employment based upon race, color and creed. There can be no equal treatment for such groups under our Social Security system until the basic problem of employment discrimination is eliminated.

The California Labor Federation, AFL-CIO, would also like to warn against one of the most ominous threats to all social legislation affecting retired workers in the form of proposals to curb the powers of the Supreme Court. Such legislation, now before Congress, would prevent federal law from taking precedence over state law unless Congress specifically declared its preemption in a given field. Such legislation could reduce labor, civil rights and social welfare statutes to a shambles and would precipitate unending litigation and confusion.

We urge also a thorough-going federal program of research into types of housing which could best provide low-cost living quarters for elderly couples and individuals. The need for housing legislation for elderly people grows ever greater, and despite the frustrations of Presidential veto, we urge the Subcommittee to exert the utmost vigor in searching for ways and means to enact such programs on an integrated basis that does not isolate the aged from other age groups.

In closing, we would like to point out that the body of citizens directly affected by the employment and retirement problems discussed above constitute almost half of our voting population. We believe

that failure to conscientiously attend to their needs would constitute a serious blow to democracy itself. One form of this weakening is seen in many of our communities where economically hard-pressed older citizens understandably give vent to their resentment by voting against local school bond proposals. By failing to face these problems squarely, we are encouraging this basic antagonism and creating artificial divisions within our national and local communities.

Assembly Interim Committee Hearings

Emphasizing the serious need for inclusion of old age discrimination under California's Fair Employment Practices Act, a statement of the position of the California Labor Federation on this issue was submitted by Secretary Haggerty at a hearing in San Francisco on November 20, before the Assembly Interim Committee on Industrial Relations. The statement, entitled "Age Discrimination in Employment Practices," follows:

STATEMENT BEFORE ASSEMBLY INTERIM COMMITTEE ON INDUSTRIAL RELATIONS

In behalf of one and one-quarter million members of the California Labor Federation, AFL-CIO, we would like to express our appreciation to the Interim Committee for the opportunity to present our views as to the serious need for inclusion of old age discrimination under California's fair employment practices statute.

It is our firm belief that employment discrimination based on age is as morally outrageous and economically wasteful for both the individual and society as it is when founded on racial or religious grounds. When it occurs on no other basis than the job applicant's having passed a certain arbitrary age level, employment discrimination needlessly touches off grave social repercussions reaching far beyond the immediately affected individual. As a highly social act, therefore, effective prohibitions against the merciless relegation of competent workers in the prime of life to the industrial scrap heap must be adopted by our society.

The principal protection for older worker job tenure has thus far been provided by organized labor through the establishment of seniority rights. Some unions, particularly in the building trades, have won contract clauses guaranteeing the hiring of a certain ratio of older workers. Labor has increasingly sought contractual guarantees providing workers displaced by automated processes the opportunity to learn new operations and the right to be placed in the new job. It has resisted imposition of hard and fast retirement rules and has worked for fair hiring policies and special transfer arrangements for older workers.

The heightening sense of job insecurity for older workers has resulted in recent years from the growing trend towards automation and decentralization, business fluctuations, insurance company requirements and industry's misconceptions regarding older workers.

Selfish economic motivations are also frequently the basic cause of older worker unemployment. Employers often seek to displace veteran workers with younger persons who are willing to work at the beginner's rate. At times the motive guiding the employer's action is simply the desire to rob the worker of his accumulated pension benefit. There are other obvious economic reasons, such as the replacement of workers entitled to three weeks' vacation annually with newcomers who will be entitled to perhaps only one week.

Despite labor's collective bargaining gains in this area, the problem of employment of older workers has grown increasingly acute in recent years. In certain occupations today a man can be old at 30 or even in his 20's. It is quite common for workers who have barely passed their 40th birthday to find themselves classified as unemployable. The prospects of gaining new employment in each succeeding year become progressively poorer.

Beyond the direct economic impacts, such premature permanent unemployment can have far-reaching effects upon the individual's sense of usefulness and self-esteem. It is a well-established fact that mental and physical breakdowns are frequently traceable to the removal of people from a meaningful existence.

Aside from the problem of age discrimination in hiring, unfair policies also exist in relation to the retention, promotion, demotion and reassignment of older workers. However, primary attention should undoubtedly be focused on the hiring problem as collective bargaining gains have provided fairly effective protections in the other areas.

Despite the growth of vested rights in union-negotiated pension programs, there are still many workers who are deprived of their retirement benefits when they

lose their jobs prematurely. An equally important effect of such unemployment is the erosion of the "average monthly earnings" on which the size of ultimate Social Security benefits are based.

The broad social implications involved are an inexorable part of our population trends. In 1956 about two out of every five persons in the civilian labor force were 45 years of age or over according to the Bureau of Labor Statistics. About 38% of California's present labor force is over the age of 45. This ratio of older workers is expected to rise steadily through 1970. Conservative estimates are that by 1970 the nation will have 20 million people over 65 years of age, eight million of whom will have passed their 75th year. The advance of medical science, which is bringing a life expectancy of 125 years within reach, could result in a population of from 30 to 40 million persons over 65 by 1970. There is a real danger that if present trends and policies are continued, the nation's skidrows are destined for an unprecedented boom.

The U. S. Department of Labor has warned that while our population has doubled since 1900, the number of people over 45 has more than tripled. It stated that nearly half of our entire adult population—some 47.5 million—are over 45 years of age and the proportion is steadily increasing. It declared:

"Whether or not they know it, employers already need to use more older workers. Unless more older workers are used ,the 25-44 year old portion of our labor force now spread thin, will soon be spread even thinner."

The Department pointed out that by 1965, ten million more workers will be needed than in 1955 to produce the goods and services that will be required. Of this number, it saw only 700,000 coming from the 25-44 age group while 4.5 million will be furnished by the 14-24 year olds (some of them only on a part-time basis). About 5 million of this additional manpower requirement will have to come from those over 45. The Department declared:

"The implications for employers who want their share of the good workers should not need belaboring."

Several years ago the New York State Joint Legislative Committee on Problems of the Aging declared:

"We are convinced that great strides can be taken if employers will recognize the situation.... We d o u b t that any economy can long survive supporting large numbers of the able, still vigorous men and women excluded from production not on the basis of ability but on the basis of age...."

While some improvement appears to have taken place in the last few years, it still falls far short of the mark. Perhaps the most authoritative single commentary on the situation is the Bureau of Employment Security's study of seven labor market areas in 1956. It established that 58% of all job orders processed by public employment offices specified an upper age limit. Of all the jobs available, 52% specified ages under 55, 41% called for workers under 45, and 20% demanded people below 35.

Clerical workers experienced the harshest restrictions in this respect, 68% of the job orders in this field specifying an upper age limit. In declining order, the next most severe discriminatory practices occurred in the areas of the unskilled, professional and managerial, sales, service, semi-skilled, and skilled workers.

Looking at the problem by industries, the order of restrictiveness of upper age limits fell in the following order: (1) finance, insurance and real estate; (2) transportation, communication and utilities; (3) wholesale and retail trades; (4) durable goods manufacturing; (5) nondurable goods manufacturing; (6) government; (7) construction; and (8) service.

Los Angeles was one of the seven areas studied. Although only 34.5% of the job orders processed through the Los Angeles public employment offices specified upper-age limits, this undoubtedly was principally a reflection of the much tighter local labor market caused by the rapid area growth in process there at the time.

Department of Labor studies have proven that the rate of unemployment is greater for persons above 45 years of age; that once they are out of a job, they are unemployed for longer periods of time; and that they are also subject to more frequent periods of unemployment.

The University of California's Institute of Industrial Relations conducted several Bay Area studies of this problem during the last decade. Over 60% of the 340 firms surveyed in 1949 admitted setting upper age limits for hiring. In 1954-56 and in 1959 the Institute's interviews with 21 Bay Area employment agencies confirmed this finding.

The Institute's studies found the following explanations, in order of importance, advanced by large firms as the

basis for their age discrimination practices: (1) safeguarding their promotion opportunities for present employees; (2) pension plan costs; (3) some area in which older workers compared unfavorably with younger workers; (4) the work was inappropriate for older workers; and (5) the influence of seniority systems.

Sixty San Francisco firms employing 8,753 clerical workers were polled in 1958 by the National Office Management Association as to their hiring practices in relation to older workers. As regards women office workers, 4% of the employers indicated that they set maximum age limits of 35, 19% enforced an upper age limit of 40, and 75% were willing to hire up to the age of 50. Only 4% observed no maximum age limitation.

For male office workers the situation was even worse: 18% specified age limits up to 35; 35% up to 40; and 69% up to 50 years of age. No maximum age limits were set by 11% of the firms.

A study of a dozen major unions in the San Francisco Bay Area made by Dr. Melvin K. Bers, Assistant Professor of Economics at the Carnegie Institute of Technology, was published by the Institute of Industrial Relations in 1957. Bers concluded that the unemployed older worker has the best chance of obtaining a job where unions have the strongest voice in hiring practices, that is, where unions have won hiring hall, closed shop or preferential hiring agreements. In such situations, no age discrimination by employers is tolerated.

Bers noted, however, that most unions do not have such a strong control over hiring procedures, and the choice of worker is largely up to the employer. In most cases, hiring was essentially an employer prerogative. Bers wrote:

> "Age discrimination in hiring new employees is practiced by most of the employers in these industries. In many cases it is virtually impossible for workers approaching 35, not to mention those older, to break through the employment barriers."

We surely do not have to underscore the additional handicap suffered by women in this respect.

The 1956 Los Angeles study of the California Department of Employment revealed that although the older worker has more difficulty in finding a job, especially with a larger firm, he is more apt to remain on the job for longer periods of time once he obtains employment. Its inquiry into the area of unemployed workers confirmed that those over 45 posses higher occupational qualifications. Proportionately twice as many of them were classified as skilled compared to the younger job seekers. The Department also observed:

> "The constant addition to the labor supply of a flow of younger workers from other parts of the country has continued to fill the demands of expanding establishments (in Los Angeles) partly at the expense of resident older job seekers."

The roots of discrimination in employment practices based upon age are anchored in economic considerations which we firmly believe are largely fallacious. Refusal to hire older workers seems most frequently to be based on the belief that they are not able to meet production standards. Other factors include the notion that they do not meet minimum physical standards and the fear that higher pension and insurance costs are involved due to their proximity to retirement age.

The tragedy of the situation is that there has been too little in the way of efforts to determine how much of this is factual and to publicize such information. It seems obvious that many of these attitudes arose in another age and have been accepted much too uncritically. For example, muscular strength was at a premium in a great many lines of employment only a few decades ago. The advent of the new technological and electronic age has greatly supplanted this attribute by more mature qualities such as judgment, reliability, responsibility, dependability and breadth of experience. The older worker of our time has also attained greater educational heights than was true of his counterpart of yesteryear. In addition, he is apt to be in a much better physical condition due to advances in medicine and in the living and working conditions which took place during his working years. This was commented on four years ago by Dr. Joseph H. Sheldon, President of the International Association of Gerontology:

> "This century's medical and social advances mean that old age begins at 75 rather than 60."

Studies of older workers have provided us with objective grounds for our convictions in this matter. A typical study performed in 1954 by the University of Illinois polled supervisors in manufacturing, office, retailing and managerial establish-

nents regarding the performance of 3077 workers who had passed their 60th year. On overall performance, these workers were rated as follows:

Excellent	14%
Very Good	28%
Good	38%
Fair	18%
Poor	2%

In regard to qualities such as absenteeism, dependability, judgment, quality of work, volume of work, and getting along with others, the supervisors rated the over-60 group to be superior in each instance to their younger co-workers. As to volume of production, 56% of the older workers produced on a par with the junior employees while 24% produced more. On quality of work, the older workers ranked even higher.

The National Association of Manufacturers in 1951 polled 3,600 employers with 2½ million persons on their payrolls. An overwhelming majority (93%) of the responding employers rated older workers equal to or superior to younger employees in work performance. One-third of these firms reported that older workers produced more than younger employees and the majority stated that the quality of older employees' work was superior.

The NAM study, which divided "older" from "younger" workers at the age of 45, credited the older group with an "equal or superior" rating on several other attributes as follows: attendance—98.1%; safety—97.4%; and work attitude—99.2%.

The Department of Labor in 1956 went into eight clothing and shoe factories and measured output per man hour by comparing average hourly piece rate earnings of individuals working at the same operation. The study revealed, "The average output per man-hour remains stable right up through age 54, and out-put in the 55-64 age group was at least 90% as large as that in any younger group." It found that many men and women over 55 years of age produced more as individuals than the average of the best younger workers.

The International Labor Review of June 1954 reported on a highly regarded University of Cambridge study:

"The research carried out by the Nuffield Foundation in the United Kingdom shows how the human body behaves during the process of gradual deterioration that sets in at the beginning of the thirties and continues throughout the rest of the worker's life. It appears that when faced with a given situation the human body makes the best use it can of the machinery at its disposal; thus any defect in the mechanism of the body is at least partially offset by a change in the method of approaching and dealing with the situation in question. In other words, the body compensates its deficiencies as they occur by changing its working methods. Furthermore, a slackening in the speed of the work done by older persons is frequently more than made up for by improvements in the quality and precision of the work done.

"This theory coincides with the conclusion of a report submitted to the seminar on the aging of the population held at Paris in April 1948 that the specific qualities that age develops and sometimes even implants in human beings are regularity, concentration, methodical work, punctuality, pride in a job well done, meticulousness, good will, patience, discipline, caution and stability.

"The researches of the Nuffield Foundation also reveal that even at an advanced age many workers maintain their skills at levels comparable with those of workers in their twenties or thirties. Furthermore, if the work in question does not demand a great deal of physical energy, the older worker's efficiency will tend to remain unaffected. All experience in this field confirms that a considerable portion of old workers are producing more goods than workers in younger age groups and in a more efficient manner. For instance, in the United States, and particularly in the automobile industry, it was observed that in undertakings where wages were on a piece-work basis, earnings reached their peak in the age group between 50 and 55 years."

Finally, it should be recalled that emergency production requirements created a heavy influx of older workers into industry during World War II. In fact, workers 55 years of age and older comprised one-fifth of our civilian workers. Their performance during the war years should have been enough to end the assumption that chronological age is synonymous with physical and mental age.

The Department of Labor's 1956 study of accidents in various industries involved 18,700 employees. Workers over 45 had 2.5 per cent fewer disabling injuries and 25.0 per cent fewer non-disabling injuries than those under 45. It also intensively interviewed older job applicants

regarding incapacitation. It discovered that there were "four hale and hearty older workers for each one with any kind of definable physical handicap."

The 1956 seven-city study demonstrated clearly that separation rates are much higher for younger than for older workers. The Department also learned from the histories of 160,000 job applicants that almost half of those aged 45-64 had stayed with one job during 1953-55, while only 35 per cent of the younger group could boast the same record.

Another investigation by the Department found no evidence to sustain the belief that a greater incidence of illness or injury creates a greater degree of absenteeism on the part of older workers. It found less absenteeism amongst employees in the 45-54 age group than there was among those between 25 and 44. The age group 55-65 fell short of average attendance standards by only 1.5 per cent. This slight variation is certainly not enough to sustain the myth of heavy absenteeism among older workers.

A committee of experts appointed a few years ago by Secretary of Labor Mitchell concluded that the real additional pension costs incurred by most companies in hiring older workers amounted to "peanuts." That is the very word they used in summarizing their conclusions. This finding strongly suggests the possibility that where pension considerations enter into the picture, they are more likely to stem from employer contemplation of the likelihood that younger workers will move on to another firm and thereby forfeit their accrued pension rights.

Since we believe that fair employment policies are economically sound from the standpoint of industry, we feel the state should make ample provision for research and educational activities to insure maximum voluntary compliance. There are precedents in our experience which suggest what could be accomplished in this area.

Several years ago the Department of Labor and the State Employment Security Agencies began a modest program to break down these barriers and promote hiring on the basis of ability without regard to age. Federal funds made possible the appointment of an older worker specialist in each state. Many of the larger local employment offices now have specialists engaged in training personnel for improved service for older workers, in stimulating expanded job-finding, testing and counseling services and promoting employer consideration of older workers' qualifications. Some of these specialists work with and advise State Committees on Aging as well as similar local and civic bodies.

In the spring of 1959 there were 35 older worker specialists in local offices of the California Department of Employment. The employment services report that they now find it much easier to approach employers on this subject and point to a number of cases where companies have removed upper-age restrictions recently.

Although an improved economic climate played a role, the effects of this older worker placement program in California are evident from a comparison of the Department of Employment's April - June, 1959, placements of workers over 45 with its experience a year earlier. While new applications in the 1959 period were down 25 per cent from 59,410 to 45,593, nonfarm placements actually rose 25 per cent from 17,783 to 22,134.

Ordinary employment routines are generally not sufficient for effective placement of older workers. Their work history must be thoroughly analyzed to find marketable skills. Attitudes toward jobseeking and acceptable employment require appraisal and at times reorientation. The older worker placement program should be encouraged in every way as a logical corollary of statutory prohibitions against age discrimination.

The California Labor Federation urges the enactment of effective legislation prohibiting hiring and employment discrimination based on age. The nine states already having laws banning age discrimination are Colorado, Louisiana, Massachusetts, New York, Wisconsin, Pennsylvania, Rhode Island, Connecticut and Oregon. Most of them include it as part of their fair employment practices statutes. Although a separate bill (AB 1300) was introduced at the Federation's request during the 1959 General Session, we would now urge that anti-age discrimination amendments should be embodied in the fair employment practices law which was enacted subsequently.

Dr. Arthur Ross, Director of the University of California's Institute of Industrial Relations, recently toured seven of the states which prohibit discrimination against older workers. He has reported, "All the state officials with whom I met were convinced that the program was having positive results. This was particularly true in New York State, where the Com-

mission against Discrimination has an excellent staff and a sizable budget."

We have done a great deal to conserve our natural resources. We have launched programs to safeguard our lands, our forests and our fisheries. If there is a threat to any of these, we have often acted quickly to protect them with conservation programs and emergency measures.

Yet the human resource, one of our most important natural resources, has to a large extent been ignored and wasted because we have failed to come to grips with the problem of age discrimination.

Viewing the problem in its full perspective, organized labor recognizes that there is much more involved in its solution than the mere enactment of anti-age discrimination legislation. An adequate approach has many detailed facets which, of course, we cannot go into here. tI is worth noting briefly, however, that we have in mind such matters as fiscal and tax policies aimed at full employment through achieving a healthy rate of economic growth, maintenance of consumer purchasing power through curbs on administered pricing by large corporations, liberalization of our retirement programs, enactment of a 35-hour work week, and the like.

Although a sound approach to the solution of older worker problems must necessarily be constructed from all these elements, this in no way detracts from the vital importance of legislative safeguards against age discrimination in employment.

Conference on Health Problems of Older Workers

On March 24, the Federation participated in a one-day conference on the health problems of older workers, sponsored by the Institute of Industrial Relations at the University of California and the California Labor Federation.

Theme of the conference was "Health Insurance for the Older Workers," and many of the problems which have stirred the labor movement to demand passage of the Forand medical care bill were discussed by the speakers. These included Arthur M. Ross, director of the Institute of Industrial Relations on the Berkeley campus and chairman of the Governor's Commission on Retirement and Employment Problems of Older Workers, who spoke on "The Older Worker in America"; Dr. Lester Breslow, director of the California Department of Public Health's Bureau of Chronic Diseases, who discussed "The Health of the Older Worker"; and Ted Silvey of the national AFL-CIO's Department of Research, whose speech was entitled "Health Insurance for the Older Worker."

Concluding address of the conference was delivered by President Albin Gruhn on "The Responsibility of the Community for the Older Worker."

Serving on the two discussion panels were General Vice President John Despol and Don Vial, the Federation's research director.

The Forand Bill

The organized labor movement early gave its full endorsement to a bill to provide medical care for the elderly, which was introduced in the House by Representative Aime J. Forand (D., R. I.), and has been widely known ever since as the "Forand" bill. This measure proposed to provide medical care through an amendment to the Social Security Act that would finance the cost of a medical care program for recipients of social security benefits by an increase of one-quarter of one percent in the social security tax levied on both employers and employees—amounting to a maximum tax increase of $12 a year for each.

The California Labor Federation's share in labor's campaign for the enactment of this bill went into high gear in February when it became evident that the opposition, spearheaded by the American Medical Association, was mounting a tremendous attack against it, and that passage could be obtained only if labor mobilized the widest possible grassroots strength in its support. Ever since, week in and week out, our campaign, closely coordinated with that of the national AFL-CIO, has gone forward.

The challenging events in Washington and our response to them are briefly summarized here:

In February, Secretary Haggerty sent the following letter to all the local unions, and central labor and craft councils in California:

Dear Brothers and Sisters:

As you know, high on the legislative priority list of the AFL-CIO is the Forand Bill (H. R. 4700), which would provide minimum health care for the aged under the federal social security system.

Although there is strong and mounting support for the enactment of the Forand Bill this session, the major block

remains the American Medical Association and its allies, who are launching a slick Madison Avenue type campaign to prevent the enactment of this most important piece of legislation.

In the face of this opposition, the only hope for securing enactment of the Forand Bill rests in a mass letter-writing campaign which will indicate the depth of grassroots support for the legislation.

Accordingly, I am enclosing a sample of the AFL-CIO leaflet, "Can You Afford To Be 65?", which is designed specifically to explain the issue of the Forand Bill before Congress and to encourage trade union members to write their wholehearted support of the measure and demanding its passage this session. Additional copies of the leaflet for distribution to your entire membership are available from the national office by writing the AFL-CIO Department of Publications, 815 16th Street N.W., Washington 6, D. C. Our Federation office also has a limited supply available on request.

The success or the failure of the Forand Bill in Congress this year depends upon your full cooperation in this matter. Nothing is more important to the federal social security system fostered by organized labor than its amendment to provide at least a minimum of health care for our senior citizens who have contributed to the greatness of this nation.

For your convenience we are enclosing an order form for the leaflet.

Sincerely and fraternally,

/s/ C. J. HAGGERTY,
Secretary-Treasurer.

There was an excellent response to this letter, and it has been estimated that well over 300,000 copies of the leaflet were distributed throughout the state by the local organizations.

When, at the middle of March, the Forand bill was about to face its first crucial test before the House Ways and Means Committee, your secretary urged the California unions and councils to undertake a second and stepped-up letter-writing campaign, asking their Congressmen to assist in every possible way in securing enactment of the bill. An air-mailed copy of a new leaflet, "Nine Good Reasons for the Forand Bill," prepared by the AFL-CIO Department of Social Security to answer additional questions which had arisen concerning the bill, had just reached the Federation's office. In order to transmit this information to the unions as quickly as possible, the text of this leaflet was printed in the Federation's News Letter so that the local unions and councils could mimeograph or otherwise reproduce it and get it quickly into the hands of their members and other interested people.

In April, yielding to the dictates of the Eisenhower Administration, which had opposed the measure from the start, as well as the American Medical Association and the insurance lobby, the House Ways and Means Committee, by a vote of 17 to 8, rejected the Forand Bill. The committee did, however, leave the door open for working out a compromise within the committee so that some form of legislation to provide medical aid to the elderly might be sent to the House before this session of Congress came to an end. Your secretary immediately counseled the California unions to intensify their letter-writing campaign.

Then Secretary Flemming of the Department of Health, Education and Welfare brought the Administration's proposals to the Ways and Means Committee. This measure, setting up a cumbersome federal-state mechanism to provide medical care for the aging through subsidies to private insurance companies, was characterized by AFL-CIO President George Meany as "worse than no bill at all."

Liaison between the national AFL-CIO and our Federation remained excellent. An analysis of the Administration measure and a six-point list of labor's fundamental objections to it promptly reached our office and were printed in full in our Weekly News Letter.

Meantime, the Ways and Means Committee produced its own so-called medical care program—one of the provisions of which was a means test instantly labeled by labor a "pauper's oath"—which was included in a compromise package bill containing a few modest social security liberalization provisions.

On June 3, the Ways and Means Committee rejected, by a vote of 16 to 9, a modified version of the Forand Bill, but unanimously approved its own compromise bill with its wholly unsatisfactory medical care provisions, and sent it to the House floor under a closed rule prohibiting any amendment.

Meeting a week later, the Federation's executive council adopted a resolution blasting the House package bill as compounding the "evils of the Eisenhower federal-state program of public assistance with a 'pauper's oath' approach in a new program designed to assist states in pro-

viding limited medical benefits for the aged who may be determined by the states, as they may choose, to fall in a new category of 'medical indigents'."

Recognizing that the controlling Republican-Dixiecrat coalition would "steamroll" the measure through the House under a closed rule prohibiting the substitution of a Forand-type measure, the resolution stated:

"In the short time remaining at this session of Congress, it is crucial that organized labor intensify its campaign for passage of a sound health insurance measure for the aged by focusing its efforts on the U.S. Senate in a massive drive utilizing letters, wires, petitions, rallies and every other method of communication to impress upon senators the necessity of adding a Forand-type provision to the social insurance bill coming over to them from the House."

The executive council urged local AFL-CIO organizations in the state to impress upon their elected representatives in Congress the depth of labor's support for Forand legislation by taking immediate action as follows:

1. By joining wholeheartedly in a new and vigorous letter-writing campaign that would focus in the U.S. Senate where chances for Forand bill action were deemed best, utilizing for this purpose the distribution of the new leaflet that had just been printed by the Federation in cooperation with the AFL-CIO Legislative Department in Washington;

2. By bringing together all AFL-CIO organizations at the appropriate local level in staging "Forand Bill" rallies which would force our liberal legislators in Congress to recognize the public demand for action; and

3. By inviting to such rallies the participation of elected representatives in Congress and other local political office holders and candidates for office.

Copies of this resolution were sent at once by your secretary to all central labor councils in the state with a letter underlining the urgency of the situation and asking their fullest cooperation. Nearly 400,000 copies of the AFL-CIO's new leaflet, "Will Our Senior Citizens Get Real Health Care? The Senate Will Decide," had already been ordered by local organizations for membership distribution.

The compromise package bill was passed by the House in the middle of June by a roll call vote of 380 to 23. A week later hearings were set on the bill by the Senate Finance Committee. With adjournment of this session of the Congress in the offing, the dangerous situation in which medical care for the elderly had been placed was instantly recognized. Letters and telegrams from labor and liberal forces all over the nation flooded the committee's hearing room, demanding passage of a social security health care bill.

The following telegram was sent by your secretary to the Senate Finance Committee:

The California Labor Federation, representing more than 1,300,000 AFL-CIO members in this state, urges the adoption of a social security measure which contains health care provisions for the aged within the social security system.

Our membership is categorically opposed to medical care benefits based on any kind of a means test.

It must be recognized that senior citizens of this state and nation, as a group, have recognized health and medical care needs which are substantially greater than those of younger age groups, and which, in terms of cost, far exceed the financial means of our aged population.

Despite labor's efforts to the contrary, under the widespread development of voluntary prepaid medical care programs in the past decade, the aged have been generally and effectively isolated from the rest of the community to be "experience-rated" by themselves under programs designed less to take care of their extensive needs than to extract the last profit dollar out of their human misery.

Thus, the aged, in such isolated high cost groups, cannot possibly insure themselves adequately as now being proposed by private insurance carriers, the medical associations and other vendors of medical care programs in their advocacy of low-benefit, high-cost plans that would "experience-rate" them apart from the community.

The provision of adequate health care for the aged on a prepaid basis therefore requires the adoption of a social insurance principle of financing such prepaid care as proposed in Forand-type legislation vigorously supported by all AFL-CIO members, based on the concept of providing benefits as a matter of right, with dignity and respect for the individual.

The Eisenhower Administration's state-federal program, based on the

concept of public assistance and handouts rather than social security with dignity, satisfies virtually no one. It is dependent on state action for implementation and would require the average aged individual, with a meager income of less than $1,000 a year, to pay out of pocket $250 for medical care, or more than 25 per cent of his income, before he could realize benefits equal to 80 per cent of his remaining medical care costs in return for a $24 annual contribution.

The House-approved social security bill contains medical care provisions which compound the evils of the Eisenhower federal-state program of public assistance with a "pauper's oath" approach in a new program designed to assist states in providing limited medical benefits for the aged who may be determined by the states, as they may choose, to fall into a category of "medical indigents." This is a shame and disgrace.

We urge the Senate Finance Committee to take prompt action to approve a sound health care measure for the aged, based on the social insurance concept, which would adequately reward our senior citizens with dignity and legal rights for their years of productive effort and contribution to the welfare of the nation.

We recognize that time is short in this session of Congress, but certainly there is time for men of conviction and courage to act on this matter by passing a health care measure within the social security system that gives recognition to the basic needs of the aged.

The sudden move by Congress to recess for the political conventions and to reconvene in August halted action on the bill. At the time of recess, the situation was as follows:

The House-passed social security liberalization measure carrying totally inadequate medical care provisions based on a "pauper's oath" was still pending before the Senate Finance Committee. Two days of hearings were completed just prior to recess, with the Eisenhower Administration urging amendment of the House-passed bill with its own previously rejected proposals, the AMA urging Senate approval of the inadequate House provisions, and proponents of a Forand-type bill backing a new proposal by Senator Clinton Anderson.

Again, your secretary communicated with California's Senators Kuchel and Engle, asking them to assume a major role in the enactment of a Forand-type bill when the Senate reconvened on August 8. And again, to all the Federation's affiliates went a new leaflet, "Fact Sheet on Social Security Legislation," outlining the situation as of July 6 in regard to pending legislation providing health care for the aged, summing up the labor-backed Anderson amendments, and urging members to write Senators Kuchel and Engle to support these amendments when the Senate reconvened.

LEGISLATION

Innumerable legislative matters have occupied the time and attention of the Federation. Action required of us was varied, ranging from publicizing analyses of bills and developments in the Weekly News Letter, through the mobilization of the local unions and councils to write or wire their views on specific issues to their Congressional representatives and the dispatching of letters or wires by your secretary to Congressional committees at critical junctures in their consideration of important bills, to appearances and the submission of prepared statements before legislative committees.

Only the outstanding legislative developments and issues on both state and federal levels are being reported here. It should also be noted, in connection with federal legislation, that three important matters—the San Luis Project, civil rights, and medical care for the aging—have been discussed elsewhere in this report under specific main headings.

Federal Legislation

Just as the 86th Congress was reconvening for the final months of its existence, the AFL-CIO summoned trade unionists from all parts of the nation to a special legislative conference. Secretary Haggerty and your present secretary, then the Federation's president, were among the more than 600 delegates from state and local central bodies who gathered in Washington, D. C. on January 11, 12 and 13, and pledged themselves to a program of intensive activity at the grassroots level to mobilize support for a twelve-point "positive program for America."

This program, designed to invigorate the nation's economy, provide minimum social protections, and ensure meaningful civil rights safeguards, set forth the following goals: (1) raise and extend the minimum wage; (2) aid to depressed

areas; (3) guarantee civil rights; (4) health benefits for the aged; (5) improved unemployment insurance; (6) support America's schools; (7) decent homes for all; (8) promote economic growth; (9) protect labor standards; (10) overhaul the tax system; (11) develop America's resources; (12) protect the family farmer. Details of this program were placed in a pamphlet, "A Positive Program for America," subtitled "A Memo to Congress," which was widely distributed.

Although the Congress, at this writing still in recess, will not finally adjourn until some time in August, there is little hope that very much of the twelve-point program will be enacted. Nevertheless, the intransigeance of labor's advocacy of the legislation it supported, the grassroots pressure it constantly encouraged, and its alertness to expose and halt when possible the reactionary schemes of its opponents owe much to the inspiration of the AFL-CIO legislative conference.

Housing

As will be recalled, the first session of the 86th Congress passed, over the harsh objections of the President, a housing bill that was strongly recommended by labor. On July 7, 1959, this bill was vetoed. An attempt to override the veto in the Senate failed, the 55 to 40 vote falling short of the necessary two-thirds majority.

Secretary Haggerty communicated at once with the members of the California Congressional delegation, reminding them of the unusual importance of housing and construction generally to this state's economy and well-being, and urged them in the strongest terms to lead the way in a renewed effort to enact a bill comparable to the one just vetoed but altered sufficiently to receive the Presidnt's approval.

In August, 1959, a second housing bill, watered down as to cost and pared in other ways to meet the President's wishes, was introduced and passed by both houses without difficulty. Again the President exercised his veto, and again Congress failed to override.

The President's objections to this bill were directed to the grants and direct loan features, which did not coincide with his views that the housing needs of the nation should be met only to the extent that suited the profit motives of bankers and financiers. The objectionable features included a pitiful 37,000 public housing units and modest proposals for grants and loans for housing for the elderly and college classrooms, plus a higher level of urban renewal grants than the Administration wanted.

The President was unyielding in his demand that the only action Congress should take on housing would be to increase the Federal Administration's mortgage authority. Yet, as Secretary Haggerty pointed out in the round of letters to the California Congressmen that followed the veto of the second housing bill, both vetoed bills, even the first, were inadequate in their failure to provide housing to meet the needs of middle income families who cannot participate in the expensive housing market financed through the FHA and conventional loans. Warning that the enactment of a strong housing bill was an absolute necessity that could not be put over to the next session, Secretary Haggerty pressed hard for a third attempt to write a bill that would escape the Presidential veto and yet would provide an answer to the housing needs of the nation's families.

On the eve of Congressional adjournment in the middle of last September, a third housing bill, differing only slightly from its predecessor, was rushed through the Senate, then through the House, without amendment, and went to the President. Congressional leaders reported they had received posiitive assurance that he would sign it, but this seemed doubtful. Modifications had not much changed it from its predecessors. The 37,000 new public housing units to which he was strongly opposed were intact, as was the objectionable $50 million in loans to provide housing for the elderly. Direct grants for college classrooms which he emphatically did not want had been thrown out, but the funds for urban renewal and slum clearance had been merely spread over two years instead of one. Nevertheless, on September 21, he did sign the bill.

The second housing bill had been watered down from the first, the third, which has become Housing Act of 1959, was weaker yet. All three were inadequate from labor's point of view.

Since the first of the year there has been one attempt after another to enact legislation that would bring good housing within the financial reach of the average American family. When Congress recessed at the beginning of July, the outlook was dubious. The conservative House Rules Committee was still holding up housing legislation approved by the parent House Banking and Currency Committee, despite the diluted character of the measure without any really adequate provisions

for stimulating the construction of housing for low and middle income groups who are priced out of today's housing market. There is also a Senate-passed measure which also falls far short of meeting the nation's housing needs. At best, it can be expected that Congress will enact an omnibus housing bill which caters more to the interests of financiers than the needs of low and moderate income families.

Minimum Wage

The AFL-CIO-backed minimum wage measure, known as the Kennedy-Roosevelt bill, called for a $1.25 hourly minimum and extension of coverage to seven and a half million unprotected workers as a start toward relieving the most neglected groups of workers in our society. How strongly labor feels about the extension of coverage to these workers may be judged by a searching question asked by AFL-CIO President George Meany: "How can we live with our conscience when we know that millions of our fellow citizens cannot earn enough, working full time and overtime, to provide themselves with food, clothing and shelter?"

Secretary of Labor Mitchell had indicated that an increase in the minimum wage to $1.10 or even $1.15 an hour was, in his opinion, economically justifiable (as well as politically expedient in an election year), and that he leaned toward coverage of farm workers by the wage-hour law. It was obvious, however, that such proposals would be bitterly contested by Secretary of Agriculture Benson and other cabinet members, and that Secretary Mitchell faced an uphill fight in his attempt to obtain Administration approval of his recommendations.

The Senate Labor Subcommittee early in the year approved the Kennedy bill raising the minimum wage gradually to $1.25 over a two-year period for workers already covered, and over a four-year period for some 10 million workers the bill would bring under the law's protection. (The Kennedy-Roosevelt bill did not contain extension of coverage to agricultural workers.) On June 22, with the additional workers reduced to 5 million, this bill was okayed by the full Senate Labor Committee. No further action was taken in the Senate, however, prior to the recess.

House hearings on the Roosevelt bill were opened in March. It was pared down first in the Labor Subcommittee and considerably more by the full committee, the approved version being much weaker than the Kennedy bill after committee action.

The third measure under consideration at this time contained the Administration's proposals whose total inadequacy made it clear that Secretary Mitchell's mild recommendations had been entirely disregarded.

In still supporting what was left of the Roosevelt bill when the committee had finished with it, labor had compromised to the utmost in its efforts to help produce an acceptable minimum wage law this year. It had reluctantly gone along with reductions which cut by more than half the extension of coverage to 7.8 million additional workers in the original Roosevelt bill, and postponed the effective date of the $1.25 minimum. Then, just before Congress recessed, all remaining hopes were dashed.

On July 8, a conservative coalition of Republicans and Southern Democrats in the House of Representatives threw out the compromise Roosevelt bill and passed the hastily put together Ayers-Kitchen bill, even weaker than the Administration proposals and denounced by the AFL-CIO as completely unacceptable and "a political fraud."

The fraud perpetrated by the Republican-Dixiecrat coalition was compounded by a technical error in the adoption of the substitute measure which actually would disqualify millions upon millions of workers presently protected by the Fair Labor Standards Act.

Apart from the so-called technical error, the effect of the substitute action was to knock out a proposed increase in the minimum wage to $1.25 an hour, in a series of step-ups, and substitute a flat $1.15 an hour.

The further effect was to leave uncovered even by the $1.15 figures, workers who for years have been completely unprotected by the federal law.

The Ayers-Kitchen bill would add a potential of 1.4 million workers to the 24 million previously covered, but would grant these newly covered workers of major retail chain stores a minimum of only $1 an hour, thus creating two classes of protection.

The substitute would also deny newly covered workers any protection in overtime. There would be no maximum work week at the conclusion of which overtime pay rates would be required.

What is in store for the minimum wage when Congress reconvenes is anybody's guess.

School Aid

Early in February, the Senate passed a $1.8 billion school aid bill, providing $917 million in each of two years to be used for badly needed school construction and teacher salaries. Hope for final passage was not bright, however, as support for the measure in the House was lacking, and in any case, it seemed practically certain that the President would veto such a bill if it did come to his desk. House interest was stimulated, however, by the realization that school aid would be an election issue. Accordingly, a bill calling for a four-year, $1.3 billion program for classroom construction only, but including a provision barring aid to segregated schools, was finally passed by the House.

Supporters of school legislation were confident that the House Rules Committee would promptly send the bill to Senate-House conference to iron out the differences between the two school aid bills and produce an acceptable compromise. Instead, in a surprise move on June 22, the committee refused 7-5 to authorize House participation in such a conference. There the matter stood when Congress recessed.

The recess will undoubtedly have the effect of diminishing the power thus far exercised by the House Rules Committee, but the type of compromise measures that can be enacted in the face of an Eisenhower veto of any responsible liberal legislation, remains the big question. Only one thing is certain—whatever the outcome of the post-convention session, there will be plenty of fuel provided for presidential campaign issues.

Federal Workers Health Bill

In carrying out a mandate of the Federation's 1959 convention, Secretary Haggerty made several efforts, in letters to the California delegation in Congress, to rouse the House to take action before adjournment last year approving health and medical care coverage for the families of postal and other federal employees. A bill along these lines had already been passed by the Senate, and a similar one was pending in the House. This modest bill, defraying 50 per cent of hospitalization plan costs for these workers, as well as major medical catastrophe insurance coverage would, if passed, have been at least a first step toward raising federal standards to conform to those firmly established in the rest of our economy. No action on the House bill was taken, however, nor can any be expected at this late date.

"Cabaret" Tax

A long overdue measure reducing the federal wartime 20 per cent "cabaret" tax to 10 per cent was signed into law in April. Abolition of the tax has been urged by Federation conventions for many years. Its reduction is therefore a partial victory in labor's long campaign against it.

For a time it had appeared uncertain whether the President would sign the bill. Your secretary wired California Senators Thomas H. Kuchel and Clair Engle asking them to press for signature, reminding them that an estimated 500 entertainment places operated by hotels nationally had been forced to close under the oppressive tax, with a resulting loss of jobs by some 41,000 musicians and 200,000 culinary workers. Your secretary further pointed out that such unemployment was costing the federal government a proportionate loss in income tax revenue amounting to $11 million more than what was presently being collected under the cabaret tax. Enactment of this bill has therefore somewhat relieved the absurdity of a war tax designed to limit spending continuing to act as a brake in a peacetime economy that calls for spending.

McClellan Committee

A new, twelve-months' lease on life for the McClellan Special Investigating Committee and a new $100,000 appropriation to continue its investigations, proposed in a Senate resolution, brought a quick reaction from your secretary. Joining President George Meany in vigorously opposing such a move, your secretary wired Senators Kuchel and Engle in April, urging an emphatic "no" vote on the resolution, and simultaneously called upon central labor bodies throughout the state to take similar action.

In pressing for the extension, McClellan argued that his Special Committee should have a "watchdog" role over Labor Department administration of the Landrum-Griffin Act. This pointed up a basic conflict with the Labor and Public Welfare Committee, which had previously won Rules Committee clearance for a larger staff to supervise Landrum-Griffin procedures.

In the wire to Kuchel and Engle, your secretary set forth the state AFL-CIO position as follows:

1. The committee had had ample oppor-

tunity to carry out its investigations and make recommendations for enactment of legislation.

2. Legislation based on the activities of the committee had indeed been enacted into law in the so-called Landrum-Griffin bill.

3. Investigating committees were supposed to be established for a legislative purpose, and disbanded upon completion of that purpose.

Subsequently, a compromise was effected on this matter. The McClellan Investigating Committee records were transferred to McClellan's Government Operations Committee on a "standby" basis, and the exclusive authority of the Senate's Labor Committee to oversee administration of the Landrum-Griffin Act was affirmed. Standby authority was given the Government Operations Committee on the insistence of McClellan that such authority was needed in case some emergency arose.

State Legislation

1960 Budget Session

The 1960 budget session of the California legislature adjourned on March 26, after enacting a $2,481,103,813 budget for fiscal year 1960-61 and defeating all main tax-cutting measures that had been proposed. The final version of the budget was somewhat larger than the one originally proposed by Governor Brown and reflected the outcome of sharp debate in both houses on controversial items.

Issues of special interest to the California Labor Federation included the following:

State Employees' Salaries: The Governor had proposed a 5 per cent salary increase for all state employees. With the support of the California State Federation of Teachers, the increase for University of California and state college faculty members was raised in the Assembly to 10 per cent. The approved budget, as hammered out by a joint free conference committee of the Senate and Assembly, granted a general salary increase of 6 per cent, with 7½ per cent for University of California and state college instructors. Some low income state employees, however, would get as much as 10 per cent.

In the final version, the new FEP Commission was also given somewhat more liberal treatment. The allowance for meetings of the Commission itself was increased from six to ten meetings a month. The Federation had urged the legislators to give the new Commission and Division the funds necessary to do an effective job in administration of the state's law against employment discrimination.

On another hotly debated issue, the approved budget made no allowance for a requested textbook fund increase of $2,155,000 to meet the "completed" school readers contract price of Eastern book publishers who refused to lease their plates to the state printing plant.

Not long before, the State Board of Education had abandoned its state printing policy, which had been in effect for thirty years, of printing all textbooks in the state printing office, and awarded contracts to private firms which have insisted upon selling only completed textbooks to the state at a substantial increase in the cost to the taxpayers. Restrictive language was inserted in the budget, however, declaring that whenever the state buys finished textbooks from such private publishers, the price may not exceed by more than 10 per cent the cost of producing competitive books in the state printing plant.

(An account of the latest developments in this serious matter appears below.)

Two tax measures strongly supported by the Federation were passed by the Assembly but were killed in the upper house, which in the closing days rallied behind the Governor to block consideration of any substantial tax cuts. These measures would have exempted prescription drugs from the state sales tax and allowed cigarette smokers to deduct their tax payments as consumer levies in federal tax filings.

The budget session also adopted several resolutions on vital national issues with which the California Labor Federation has long been concerned:

— Deploring recent acts of anti-Semitism and desecration of places of worship of members of the Jewish faith, and calling upon law enforcement agencies in the United States and nations of the world to exert every effort to apprehend and prosecute to the full extent of the laws those responsible for such acts.

— Memorializing Congress and the President to retain and expand the 6 per cent differential allowed for bids of West Coast shipyards for the construction of ships by rejecting HR 8093 and supporting the Shelley bill, HR 9899.

— Urging the President and Congress to enact legislation giving the American people relief from the "cabaret" tax, either by its repeal or reduction of its rates.

— Urging Congress to enact effective and comprehensive legislation to remove all inequities in the treatment of minority group citizens in the country.

Textbook Issue

On July 8, 1960, by a vote of 7-1, the State Board of Education voted for the third time to authorize the signing of contracts for the purchase of privately printed textbooks from Allyn & Bacon, Ginn & Company, and the American Book Company. Your secretary, a board member, has consistently voted against buying these texts, and has supported the efforts of state printing plant employees to prevent the purchase, which would force large lay-offs at the state plant. The other members of the Board, however, have accepted the recommendation of the State Curriculum Commission, which termed the privately printed books, whose publishers have refused for thirty years to lease their plates for state printing, superior to those available to the state.

Involved in the dispute are about five and a quarter million readers for the first through the eighth grades, at a total cost of some $9 million. Another three million textbooks would be printed at the state plant.

The state printing employees met the Board of Education's July 8 decision with the threat of a lawsuit, to be brought by private taxpayers and not by the unions, challenging the Board's action on the grounds that the cost of the privately printed books was more than 10 per cent higher than their cost if printed by the state. This legislative restriction was ruled constitutional some time ago by Attorney General Stanley Mosk. Union spokesmen assert that the huge number of textbooks needed will cost $10,180,000, or $1,900,000 more than if all the books were printed by the state.

Finance Director John Carr, who must approve the purchase contracts with the private firms, then consulted the Attorney General to see whether he must first obtain verification of cost differences. On July 27, Attorney General Mosk approved the contracts with the three printing firms.

1960 Extraordinary Session

The chief accomplishments of the 1960 extraordinary session of the legislature was the passage of the so-called master plan for higher education, and anti-smog legislation.

One issue, by all odds the most important to the people of California, did not come before the legislature. The Federation's urgent request for a special session on water, backed by the California Water and Power Users Association and other groups, for the purpose of enacting basic protections for taxpayers in the $1.75 billion water program to be voted on in November, was refused by the Governor.

Master Plan for Higher Education: As finally approved, the plan provides a coordinated approach to higher education, dividing functions between the junior colleges, the state colleges, and the University of California. Its primary difference from the original proposals introduced is that it places the higher education program in the statutes instead of the state constitution.

One of the measure's major features is the separation of state college administration from the State Board of Education. It creates a 16-member board of trustees over state colleges, to be appointed for eight-year terms by the Governor. The state college board is empowered to run the institutions in much the same manner as the University of California is now administered.

The bill also creates a coordinating council for higher education comprised of three representatives each from the University of California, the state colleges, junior colleges and private institutions. It is the declared policy of the legislature not to authorize or acquire any sites for new institutions of higher education unless recommended by this coordinating council.

The coordinating council's major functions include (1) review of the annual budget and state outlay requests of the University and state colleges, (2) recommendation to the Governor and the legislature at each general session of its findings on the functions and programs of the several segments of higher education, and (3) development of plans for the orderly growth of public higher education, with recommendation on the need for and location of new facilities and programs.

Anti-Smog Law: Requires anti-smog devices on autos in the state upon approval of two or more anti-smog devices by a state Motor Vehicle Pollution Control Board; provides for the installation of smog-control devices on all new automobiles in California one year after certification of the devices by the state. Used cars will be required to have the equipment only in those counties which have a smog problem as determined by the board of supervisors. It is estimated that the

cost of smog devices will range from $75 to $150.

Rees-Doyle Health and Welfare Supervision Act: The bill which would have continued a watered-down version of the so-called Rees-Doyle Health and Welfare Supervision Act beyond its automatic expiration date of June 30, 1960, was allowed to die in the lower house Ways and Means Committee.

Death of the state supervision act means the end of possible dual regulations in conflict with the federal Health and Welfare Disclosure Act passed by Congress a few years ago.

Bond Issues: Two substantial bond issues were passed at the special session and adopted by the voters at the June primary. One was a $300 million state bond issue for school house construction, the other provided for a $400 million bond issue for the state Veterans Farm and Home purchase program.

Other Measures: Among other measures enacted, these were of special interest to labor:

— Increasing the number and liberalizing the amount of state scholarships available to high school students entering college.

— Permitting cities and counties to create pedestrian malls.

— Making an emergency appropriation to the Department of Employment for the purposes of administration of unemployment compensation under the extended duration benefits bill which had just gone into operation.

— Allowing a state college employee to retain accumulated employee rights when he transfers to a newly-established state college before or during its first three academic years when the program of the new college was limited, in its first year, to off-campus educational programs.

— Curbing operation of so-called "ten percenters" in second deeds of trust in the housing mortgage field.

— Recommending that parties engaged in the labor dispute concerning the Los Angeles Metropolitan Transit Authority promptly arbitrate all matters in dispute.

— Requiring candidates at primary election to obtain the nomination of the party with which he is registered as affiliated as a condition to obtaining the nomination of the opposing party.

— Urging Congress to enact legislation extending to states the opportunity to integrate public retirement systems with federal OASDI provisions of the Social Security Act.

— Urging the President and Congress to approve amendments to the Social Security Act to permit public employees who enter the OASDI system prior to 1962 to have retroactive coverage from January 1, 1956.

— Urging Congress to repeal the excise tax on the transportation of persons.

Public Employees

At hearings held on November 19-20, 1959 before the Assembly Interim Committee on Industrial Relations, the Federation presented the following statement in regard to collective bargaining by public employees:

STATEMENT BEFORE ASSEMBLY INTERIM COMMITTEE ON INDUSTRIAL RELATIONS

In behalf of the one and one-quarter million members of the California Labor Federation, AFL-CIO, we deeply appreciate the opportunity to present our views as to the long overdue need for extension to public employees of the right to join unions and to democratically select representatives of their own choosing for collective bargaining purposes, as proposed at the 1959 General Session of the Legislature by the Federation.

Not only are such rights indispensable to the dignity, well-being and security of our public servants, they are of fundamental importance to the attainment of the highest possible quality of service and leadership, whether in the vital realm of education or of any other profession or occupation at the state, county, city, city and county, or district level.

The central importance of this issue in California is demonstrated by the fact that more than one out of every six nonfarm workers in the state are government employees. Three months ago we had 574,800 state and local government employees supplemented by 250,900 federal employees (not including members of the armed forces).

The deterioration of wages and salaries to substandard levels for public servants in recent years is today a commonly accepted fact. It would be difficult to find a clearer illustration of this than that which exists in this nation's teaching profession. Despite substantial investments of time and money for training, salaries of teachers recently averaged only $4,775 a year nationally. One-sixth received less

than $3,500, far below the wages received by most unskilled workers.

Greater fringe benefits and a stronger sense of employment security, once major attractions of public service, have for all practical purposes disappeared. Various other inequities have developed in public employment, due to factors such as divided authority, political manipulation, and the lack of any effective procedures through which public employees can present their needs and grievances for equitable resolution. Our career Civil Service has suffered severe damage by repeated instances of job injustices.

The method of handling job tenure in the teaching profession is a most striking example of the arbitrary and authoritarian nature of personnel relations under our virtually unilateral process of adjudicating such issues. The abrupt termination of third year probationary teachers at the hands of an administrative officer, with little or no statement of reasons, is commonplace. The slim avenue of appeal available to such teachers is generally effectively removed by the well-founded fear of being blacklisted for daring to challenge the results of a procedure regarded by employees in non-governmental fields as a relic of the nineteenth century.

The Interim Committee has been advised of the practice of forcing public servants to perform extracurricular activities completely unrelated to their professions or occupations on a gratis basis. A case in point is that of compulsory service by teachers at school dances and athletic events. Under existing standards, failure to take part in such duties reflects upon their "professional responsibility". It would seem highly doubtful that teachers themselves would agree that such functions constitute either an efficient utilization of their time or are a proper criterion in the measurement of their capacity to educate.

While there is great variation depending upon the political subdivision, agency or supervisor involved, public employees find themselves in a situation which is characterized much too often by unenforceable rights, some form of intimidation, lagging material benefits compared to those in the non-governmental economy, and floundering employee morale and efficiency. Lacking a two-way bargaining relationship, the public services are failing to reap the more efficient operating practices which could be contributed by experienced employees who felt they had a real voice in the determination of their working conditions.

The great bulk of our citizenry has at its disposal bargaining machinery for the safeguarding of its economic interests. This is true not only for workers in business and industry but for merchants, manufacturers, and professionals as well. Having found such organizational approaches essential to their well-being in our society, it would be most inconsistent for them to deny similar rights to those whom they call upon to execute their governmental functions and services.

Nor is it likely that the great majority of our people support such unequal protection of the law. On the contrary, we believe we reflect the views of the general public in declaring that public employees in a democracy should have the same rights and opportunities available to other workers.

It should be noted that the denial of such rights goes far beyond those immediately affecting wages and working conditions. Through our federal and state Hatch Acts, millions of public servants are robbed of any active role in the election of the same representatives who at present unilaterally determine the wages and conditions of public employment. This exclusion of some of our most educated and best informed citizens from the arena of public discussion on the many critical issues confronting us constitutes a major loss for the entire nation. Coupled with the denial of the elementary right to designate a collective bargaining representative, it has resulted in the refusal of many highly qualified people to enter government service.

The 1955 report of the American Bar Association's Committee on Labor Relations of Governmental Employees is most pertinent to the issue. This report stated in part:

> "Government as employer has failed in many instances to practice what it compels industry to do. Legislatures which deny to government agencies the use of some proper form of collective bargaining procedures so familiar in industry (at least in terms of 'collective negotiation'), which attempt to restrict unduly the right of employees to organize and to petition the government for redress of their grievances, need to review the problem more realistically.... A government which imposes upon other employers may not in good faith refuse to deal with its own public servants on a reasonably similar favorable basis, modified, of course, to meet the exigencies of the public service. It

should set the example for industry by being perhaps more considerate than the law requires of private enterprise." (Emphasis ours.)

The A.B.A. group further observed:

"While the duty of the legislative authority to fix salaries and wages in the light of the fiscal capacity of the Government must not be impaired, no sound reason exists why such policies should not be the subject of reasonable negotiations with the duly constituted and democratically chosen representatives of organized employees.... The same procedure, wherever practicable, may be applied to other matters affecting conditions of employment, such as hours of work, vacations and sick leave, as well as grievances."

Proposals of this type cannot be characterized as "visionary" in view of the many years of experience under such policies followed by various federal facilities in the path blazed by Tennessee Valley Authority's Employee Relationship Policy of 1935.

The scope of this policy was spelled out by TVA's Gordon R. Clapp in 1941:

"The Employee Relationship Policy recognizes the rights of employees to organize, affiliate as they choose, designate representatives, and bargain collectively with the management of the Authority. It establishes the machinery for the disposition of grievances, and for the development of cooperative relationships with labor and employee organizations; sets up principles relating to employment standards, hours of work, compensation, training and placement; sets the minimum age for employment; rules out nepotism; makes provision for the safety and health of employees; and gives a voice to bona fide organizations of employees in the formation of policies, rules and regulations which affect the conditions of employment and work."

Clapp commented on the ominous warnings the announcement of this policy provoked from the opponents of collective bargaining rights for these public employees:

"The Authority examined every one of these assertions, theories, facts and arguments and concluded that so far as its own statutory and managerial circumstances were concerned, they could not possibly outweigh the clear advantages of doing business with its employees in a normal and natural way—through recognition of majority representatives, inviting them to the conference table and working out mutually acceptable understandings as to how the job was to be done."

In a Labor Day address to Chickamauga Dam workers in 1940, President Franklin D. Roosevelt commented on TVA's labor-management policies:

"This dam, all the dams built in this short space of years, stands as a monument to a productive partnership between management and labor, between citizens of all kinds working together in the public weal. Collective bargaining and efficiency have proceeded hand in hand. It is noteworthy that the splendid new agreement between organized labor and the Tennessee Valley Authority begins with the words, 'The public interest in an undertaking such as the TVA always being paramount....'"

As has already been related to the Committee by Irving Bernstein, the Authority's collective bargaining agreement of 1940 with the TVA Trades and Labor Council was followed in 1943 by a similar contract with salaried workers.

Other federal agencies where collective bargaining agreements are authorized include the Government Printing Office, Bonneville Power Administration, and many Department of Interior installations. The Bureau of Reclamation's Region 2, which covers the Central Valley Project, has since 1952 operated under a collective bargaining agreement calling for mediation and arbitration as the last step in contract negotiations. The temperate and responsible attitude of organized labor in such situations is readily apparent from the fact that it has not as yet been necessary to utilize the arbitration machinery.

The A.B.A. report cited above also concluded that public officials who resort to the pretense of alleged limitations on their powers to avoid dealing forthrightly with representatives of subordinates only aggravate grievances. It added that cumbersome plans for layers of appeals panels with delays and frustrations only make matters worse.

The pressing need for supplanting outmoded personnel concepts with modern personnel management policies has been recognized by organizations enjoying strong support from top industrialists and businessmen. For example, take the position of the National Civil Service League:

"All groups interested in public administration, including the unions themselves, recognize that public employ-

ment is different from private employment and that all aspects of collective bargaining cannot be utilized in government. However, a full examination of employee representation and communication policies and techniques is long overdue.

"A constructive program would not only provide democratic assistance to the employees but would also develop a means for management responsibility which industry has long since learned to utilize but which government still lacks."

Also pertinent is the 1959 report of the International City Managers' Association:

"Unions in the municipal service are growing rapidly. This unionization is taking place in most parts of the country and in cities of all sizes. **The major factor in this growth is the function of the union in providing the worker with a sense of belonging or status that derives from union membership.**" (Emphasis ours.)

The Interim Committee should bear in mind that, in regard to public employment, by far the largest portion of collective bargaining is conducted within the "civil service" or "merit system" framework. Furthermore, it takes place within the legal limits of the public administrator's discretion as well as the legislature's power to bind its successors.

A spokesman for a teachers' organization has argued against such legislation on the ridiculous grounds that the teaching profession would allegedly be offended were it granted the right to utilize collective bargaining procedures if it so desired. The same person contended that since inadequate minimum benefits and conditions for teachers may be rectified by the legislature, no legislation along these lines was needed. It is quite obvious that as long as such matters are strictly in the lap of the legislature, the most eminently legitimate grievances may just as readily be ignored.

We cannot refrain from observing that the various alarmist views which have been expressed by the opponents of such legislation would appear to betray a low regard for the intelligence, maturity and devotion of public servants. Surely we can place our confidence in the good judgment and sense of moderation of the people to whom we entrust the education of our children and the daily administration of our governmental affairs.

If the legislature is to affirm such a confidence, the minimal step in this direction is the development of a bill of rights for public employees, the basic doctrine of which should be rooted in the right to organize, the right to be represented, and the right to bargain collectively.

It is not as though the legislature were being solicited to venture into virgin territory. In addition to federal experience, such provisions are already firmly embedded in the law of many of our states, including at least those of Alaska, Illinois, Minnesota, Massachusetts, New Hampshire, New Jersey, New York, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, Texas and Washington. The extensive collective bargaining arrangements of cities such as Philadelphia, Denver and New York provide further testimony to the success of this policy. In many states where such specific guarantees are not as yet spelled out in the law, the courts have almost unanimously upheld the right of public employees to freely associate in unions of their own choosing.

We urge the Interim Committee to submit a favorable recommendation on legislation embodying the general principles contained in the Federation's proposals in this area at the 1959 General Session.

We would further ask that it seek a resolution from the legislature memorializing Congress to enact a similar statute applicable to federal employees generally. Such a proposal was placed on the Congressional docket this year in the form of the Johnston-Rhodes Bill. This bill would grant representatives of employee organizations the right to present grievances without restraint, coercion, interference, intimidation or reprisal. Union representatives would be enabled to present their views on policy matters affecting rates of pay, working conditions, operation, grievance machinery, promotions, demotions, transfer appeals, granting of leave, and reductions in force. A uniform and workable system of handling unresolved grievances would be established in these specified areas by use of impartial arbitration boards.

It is our earnest belief that the enactment of such state and federal legislation would result in increased efficiency, more economical administration of government, improved morale, better working conditions and standards, recruitment of better qualified civil servants, and the extension of truly fair and democratic treatment to our loyal and devoted government employees.

In summary, it is our view that the denial of collective bargaining rights to public employees, rather than avoiding the problem, actually serves to accentuate it by denying satisfactory methods for its solution. There is nothing in our experience which casts a plausible doubt upon the desirability of fulfilling the basic obligation of the public to its public servants by correcting this obsolete approach to personnel management. The facilitation of free and frequent communications between political subdivisions and duly selected representatives of their employees can only serve the public interest by developing a more harmonious and cooperative relationship.

Mention should be made here of a significant opinion handed down two months ago by Attorney General Mosk, interpreting the scope of application of state legislation affecting public employee rights to form or join bona fide labor organizations.

Although confined specifically to firefighter legislation sponsored by the California Labor Federation and enacted by the 1959 state legislature, the Attorney General's opinion is considered important to all public employees on the question of whether organizational rights legislation passed by the state can be applied to chartered cities.

This question has long been one of the major issues holding up general legislation affecting public employee rights.

The firefighter law involved in the ruling concerns a new chapter added to the Labor Code last year, giving firefighters the right to self-organization and to engage in collective bargaining on wages, hours and working conditions, but not to strike. State Industrial Relations Director John F. Henning had asked for the Attorney General's clarification of the law as to whether the code applied to a chartered city such as Palo Alto, which had refused to recognize the new state law.

Mosk's decision sustaining the right of firefighters to form or join bona fide labor organizations met the issue head on. In ruling that the code applies to chartered cities, the Attorney General pointed out that in areas where a conflict exists between an act of the legislature and a city charter provision, the legislature will prevail except in matters of strictly local concern. When the subject is a matter of both state and municipal concern, once the legislature acts, any act of the municipality in conflict becomes void.

Coordination of State Employees Retirement System with Federal Social Security. This problem has received much attention during the past year, and though as yet unresolved, the question has been somewhat clarified.

As may be remembered, the State Employees Retirement System, with the support of the California Labor Federation and the AFL-CIO public employee unions in the state, sponsored legislation at the 1959 session providing for a liberal coordination formula and the right of state employees to exercise their division privilege. At the insistence of the California State Employees Association, on passage of the bill, however, a provision was inserted requiring a system-wide referendum vote on the question of whether or not state employees should be allowed to "divide" for the liberal, coordinated benefits.

In a hotly disputed referendum election last year, amid charges of fraud and deception by AFL-CIO public employee unions, the CSEA defeated the referendum vote on the question of "division."

The bitterness among the 32,000 state employees who voted for coordination was later compounded by the expiration of the retroactive coverage provisions in the federal social security law which had theretofore been available to public employees.

In April, 1960, the coordination of the state retirement system with Social Security was the subject of special hearings before the Assembly Interim Committee on State Civil Service and State Personnel. In a wire to the committee, your secretary urged the passage of legislation that would correct the injustice to state employees in the 1959 law. This telegram read in part as follows:

> Consistent with the position maintained before the legislature at recent general sessions, we urge your committee to sponsor legislation at the 1961 session which will provide for coordination on the same formula contained in AB 2062, passed last year, but without the emasculating provision in that bill which denied to state employees desiring coordination the federally granted privilege to divide for this purpose without first requiring a system-wide referendum.
>
> The great injustice of that provision is now fully apparent in the explosive division that has fulminated in the state

service since the referendum last year, and the resultant adverse effect on state employee morale.

Valuable time has been lost because of the expiration of the retroactive coverage provisions available to public employees in the federal Social Security law.

The AFL-CIO is working diligently in Washington, D.C., to provide for the necessary extension of these retroactive provisions. In the meantime, we believe your committee has an obligation to state employees to correct last year's wrong, and to prepare for the introduction of legislation at the next session which will give every state employee the opportunity to benefit from the advantage of coordination as he or she may choose in accordance with the federal privilege provision already in the law.

We urge also that your committee take immediate action to communicate your support of retroactive extension to the California delegation in Congress.

Possible New Legislation

Two study groups set up by Governor Brown last year may be in a position to present proposals to the 1961 general session of the legislature on matters of deep concern to the labor movement.

Automation

Last September, the Governor announced that a committee of his Governor's Council, consisting of the directors of the Departments of Employment, Industrial Relations, Social Welfare, Mental Hygiene and Education, had been assigned the highly important task of studying the effect of automation and mechanization on employment in California.

Noting that preliminary inquiries had shown that the impact of automation and mechanization was already being felt in a wide variety of industries, he expressed labor's own position in declaring that the introduction of new and better ways of doing work should not be slowed down or impeded, for they mean greater productivity and higher standards of living. Plans must be made, however, to assist those who are displaced in developing new skills and finding other productive places in our economy. The task of the automation study committee is to work out such plans for retraining.

California Medical Aid and Health The other group, a 17-member Governor's Committee on the Study of Medical Aid and Health in California, was appointed in December. The committee consists largely of medical leaders, state health and welfare officials and others concerned with health problems.

Its assignment is to investigate the present provision of health services and their costs, outline a long-range health program, and recommend any immediate specific action, including legislation, which would help bring about higher standards of medical and health care, provided under both government and private auspices, for all Californians.

Specific problems to be studied include: how to expand California's medical and nursing schools; how to improve the quality and quantity of hospital care; the working out of better and wider health insurance coverage to cope with the rising costs of medical and dental care; and the provision of better health protection for the aged, with special attention to methods of financing.

EDUCATIONAL ACTIVITIES

Labor Law Conference

A four-day conference devoted entirely to the subject of labor law, with special emphasis on the recently passed Landrum-Griffin Act, was held in Santa Barbara, November 16-19, 1959, under the joint sponsorship of the California Labor Federation and the University of California's Institute of Industrial Relations in Berkeley and Los Angeles.

As will be remembered by all who were present, the Federation's 1959 convention was held during the crucial week in the battle in Congress over the repressive labor legislation which finally emerged as the Landrum-Griffin Act (known as the Labor-Management Reporting and Disclosure Act of 1959). As the tide of battle swung this way and that, daily reports were made to the delegates; on the very first afternoon convention activities were suspended long enough for the delegates to write personal letters to their Congressmen urging them to vote against the so-called "labor reform" bills.

It was therefore not only inevitable but vitally necessary that a labor law conference should be called at the earliest date commensurate with thorough preparation on the subject, so that the representatives of the affiliated unions and councils might be as fully informed as possible on the provisions and implications of the dangerous new law. The more than 200 delegates

who attended this extraordinarily fine conference heard outstanding speakers and participated in the numerous discussions which followed.

The program for the four days indicates the scope of the presentation and the caliber of the speakers and discussion leaders:

Monday, November 16, commencing at 9 a.m. and continuing through the day—"The History and Development of Labor Law up to 1959" (an historical review of the development of labor law in the United States, with particular reference to the role of the federal government in labor law legislation, and with specific summaries of the law of federal-state preemption, picketing, including organizational and recognitional picketing, secondary boycotts and other subjects)—Sam Kagel, lecturer of the School of Law, University of California, Berkeley.

Tuesday, November 17, morning session—"Review of Provisions of The New Law"—Charles P. Scully, general counsel of the California Labor Federation, AFL-CIO.

Tuesday, November 17, luncheon session—"Labor Law Enforcement in California."—State Attorney General Stanley Mosk.

Tuesday, November 17, afternoon session—"Provisions of The New Labor Law: Section on Bill of Rights, Trusteeship, and Election Provisions."

Discussion leader—Dr. Benjamin Aaron, associate director of the Institute of Industrial Relations, U.C.L.A.

Resource Attorneys—Ralph H. Nutter, Los Angeles, and Roland C. Davis, San Francisco.

Wednesday, November 18, morning session—"The Provisions of The New Labor Law: Section on Reporting and Other Provisions Relating to Safeguards for Labor Organizations."

Discussion leader—Dr. Frederick Myers, professor, Graduate School of Business Administration, U. C. L. A.

Resource Attorneys—Jay Darwin, San Francisco, and Albert Brundage, Los Angeles.

Wednesday, November 18, afternoon session—"The Provisions of The New Labor Law: Section on Taft-Hartley Amendments."

Discussion leader—Dr. Irving Bernstein, research associate, Institute of Industrial Relations, U.C.L.A.

Resource Attorneys — Robert Morgan, San Jose, and Lionel Richman, Los Angeles.

Wednesday, November 18, evening session—"The Politics of the New Labor Law—Andrew J. Biemiller, legislative representative of the national AFL-CIO, followed by on informal discussion of this subject by Biemiller and C. J. Haggerty, secretary-treasurer, California Labor Federation.

Thursday, November 19, morning session—"The Road Ahead in Federal Legislation," Andrew J. Biemiller. "The Road Ahead in State Legislation," C. J. Haggerty.

Thursday, November 19, luncheon session—"The Road Ahead in Collective Bargaining"—Dr. Arthur M. Ross, director, Institute of Industrial Relations, University of California, Berkeley.

As a follow-up to the conference and to provide the California unions and councils with a handy reference document, the Federation issued a pamphlet on the Landrum-Griffin law early in January.

Designed specifically as a reference guide for labor organizations, the pamphlet outlined the new law's effect on unions, their members, their officers and agents, employers and others, including the public. This was done in each instance in terms of what is permissive, what is mandatory, and what is prohibited in the law.

Separate sections were included outlining the enforcement provisions and penalties, including a list of criminal penalties, and amendments to the Taft-Hartley Act.

Cross-references to the law were inserted in italics so that persons using the guide might conveniently check the exact language of the law on each point in the pamphlet.

Where the Secretary of Labor had issued interpretations on the law as of the cut-off date for printing the pamphlet, cross-reference was also made to rules and regulations published in the Federal Register.

Copies of this pamphlet were sent to all the Federation's affiliated organizations, together with the full text of the Labor-Management Reporting and Disclosure Act of 1959, as well as the various rules and regulations issued to date by the Secretary of Labor, in order to make the pamphlet completely usable.

Labor Press Conference

The Federation's tenth annual Labor Press Conference, sponsored jointly by the Institute of Industrial Relations, was held

in Santa Barbara, November 20-21, immediately following the conference on labor legislation.

Dominant theme of the conference was the search for ways and means of improving the labor press as a vehicle for educating trade union members and supplementing the inadequate daily press coverage of important social and economic issues.

The large number of labor editors and trade union leaders present were in general agreement that the labor press was failing in its obligations to the trade union movement largely because of lack of financial support from organized labor. Among the numerous pressing issues discussed, therefore, was the need to consolidate resources as a means of improving the quality of the many labor papers which operate on a shoestring.

Also explored were the possibilities of developing a statewide weekly paper, the consolidation of central labor council publications into regional weeklies, and the establishment of a statewide labor press and news service.

Other discussions included the problems of communicating with trade union members, which was led by Dr. John L. Clark of the San Francisco State College; and the competence of the labor editor, with Charles Hulten of the University of California as discussion leader.

Helen Nelson, state Consumer Counsel, urged labor editors in a dinner session to help educate trade unionists in the many ways in which their hard-earned dollars are being dissipated as consumers.

This conference was an especially vital one, marked by searching criticism, vigorous discussion, and eagerness to find new ways of solving problems that have long vexed the labor press.

Conference on Health Insurance For the Older Worker

This important conference, co-sponsored by the California Labor Federation and the University of California's Institute of Industrial Relations, was held in San Francisco on March 24.

In an address on the community's responsibility to older workers, President Albin Gruhn emphasized as the central theme of the conference, that the two most serious problems affecting the well-being of older workers, both before and after retirement, were those dealing with their health and their employment possibilities.

Major addresses were also given by Ted Silvey of the AFL-CIO's Department of Research, who presented the AFL-CIO position on the urgent need for passage of the Forand Bill; Arthur M. Ross, director of the Institute of Industrial Relations; Dr. Lester Breslow, director of the Bureau of Chronic Diseases of the State Department of Public Health. Discussion panels included representatives of physicians, labor, state and private health agencies.

Governor's Conferences

Two unusually fine statewide conferences sponsored by the Governor were held this spring: the annual conference on industrial safety and a conference on housing. The California Conference on Apprenticeship was also held during this period. All of these were distinguished by dynamic new approaches to specific problems that have been aggravated in recent years by the tremendous growth of the state's population and the expansion of its industries.

Industrial Safety Conference

The tenth annual statewide meeting of the Governor's Industrial Safety Conference took place in San Francisco on February 16 and 17, with an attendance of at least 1200 representatives of labor and management and other interested groups and persons.

Spokesman for labor was James A. Brownlow, president of the AFL-CIO's Metal Trades Department, whose subject was "Job Safety Is Our Job." Management was represented by Dan A. Kimball, president of Aerojet-General Corporation, who addressed the conference on "Management Speaks for Safety."

During the afternoon of the opening day, the nine major industry groups—agriculture, construction, forest products, governmental agencies, manufacturing, mineral extraction, trades and services, transportation - communications - utilities, and special research—met separately to discuss their particular problems and make recommendations.

An innovation at the conference was the two major panel discussions held on the second morning. One of these was on the handling of building materials, the other on the responsibility of labor, management and government for safety leadership.

At the closing session a demonstration of "Illumination and On-The-Job Safety" was presented by the Pacific Gas and Electric Company.

Apprenticeship Conference

More than twelve hundred representatives of labor, industry, government and the general public assembled in San Francisco on May 18, 19 and 20 for the three-day California Conference on Apprenticeship. This was the first statewide meeting on apprenticeship to be held since 1953, and celebrated last year's twentieth anniversary of the California apprenticeship program under the Shelley-Maloney Act.

The purpose of the conference was to stimulate statewide interest in apprenticeship, to provide for exchange of ideas between conferees, as well as appraise industrial changes occurring in our economy as it relates to apprenticeship. But the conference went further than its announced purpose, first, by its forceful exposition of California's present situation and future prospects, and second, by establishing a permanent State Conference on Apprenticeship.

Your secretary was honored by being selected as the keynote speaker for labor and to have the opportunity to state, in the broadest terms, the basic problem as well as its solution through expanded apprenticeship programs, carefully planned with an eye to the future. Briefly stated: the skill potential of the California labor force offers an advantage which holds the key to the state's economic growth in competition with states that offer a short-run competitive advantage in a low wage structure and lower living standards.

Nine workshops on various phases of apprentice training were in session on the second day of the conference, and eighteen industry groups held separate meetings the following morning to discuss their training needs.

President Albin Gruhn was instrumental in securing the inclusion of a workshop on the problem of placing individuals from minority groups in apprentice training programs, and led the discussion in the day-long session. Vice President J. J. Christian was co-chairman of the workshop and also worked on planning for it. The eight-point action program produced by this workshop was one of the outstanding accomplishments of the conference.

As a result of discussions of the workshops and industry conferences, the following resolutions were adopted:

That civil service apprenticeship programs be approved only when they meet prevailing apprenticeship standards in industry.

That the conference create a study committee on the employment of minorities, and support continuing programs encouraging the employment of apprentices by contractors on state, county, and municipal projects.

That a permanent committee be formed to study the question, "Jobs for Apprentices".

That the conference oppose fees for classes in vocational and academic courses offered by junior colleges and adult evening schools.

That the California Apprenticeship Council urge the California State Board of Education to make mathematics a required course of study in high school.

The permanent State Conference on Apprenticeship created by the conference to develop and expand apprentice training is composed of members of the California Apprenticeship Council, all apprenticeship committees in California, and other organizations interested in apprenticeship. The new permanent body will hold general meetings every two years.

The number of trade unionists who actively participated in all the sessions was unusually large. The conference had won endorsement and a pledge of support at the Federation's 1959 convention, and this action was later reaffirmed by the executive council.

Housing Conference

Overshadowing in importance nearly all of the other conferences held this year was the Governor's Conference on Housing, which took place in Los Angeles on June 13, 14 and 15. This was the first statewide housing conference ever to be called in California, and came at a time when the state's long-time housing problem appeared to be moving inexorably from crisis to disaster.

As soon as it was scheduled, your secretary announced that the California Labor Federation was placing its full weight behind it, and that we were available to assist in any capacity. The response to your secretary's request for fullest participation in the conference by organized labor was gratifying; a good portion of the 600-odd individuals and representatives of various interested organizations came from our local unions and councils, and more than fifteen of them served as panelists in the various workshops.

Addresses by Governor Brown, Director of Industrial Relations John F. Henning, Charles Abrams, housing expert of New York City, and others reflected the seriousness of the situation in California, and the urgent need to plan, to act, and to remove the roadblocks presently thwarting solutions to the numerous problems.

Among the subjects covered by discussion meetings and workshop sessions were government-assisted low income housing, urban renewal, special housing, inter-governmental relations, minority problems in housing, housing for the aged, employee housing in agriculture.

The conference itself took no position on recommendations for action. Each major topic area reported to a plenary session its discussions and in many instances its findings and recommendations. The recommendations of the special panel on minority problems, which were aimed at coming to grips with widespread discriminatory practices in California, were printed in full in the Federation's Weekly News Letter. Findings of the various workshop and panel discussions may be obtained, however, from the state Housing Division chief, Lowell Nelson, whose agency put together the conference.

Important and stimulating as this conference was, there is no doubt that the impact it has already made and will continue to make for a long time on planning and action to solve the state's housing problems will be even greater.

Other Conferences

An especially large number of conferences on a variety of subjects of concern to organized labor were held during the past year, a sure indication of the pressing nature of the problems discussed and of the keen interest being shown in them by labor and the public in general. Many of these meetings were sponsored by local labor movements, sometimes jointly with the University of California's Institute of Industrial Relations or with state government agencies.

Indicating the scope of these conferences, in all of which labor representatives participated, is the following partial list:

Health Insurance for Federal Employees, co-sponsored by public employee unions and the Institute of Industrial Relations; held in Berkeley, February 27.

Fair Employment Practices, co-sponsored by the Fair Employment Practices Commission and the Institute; held in San Francisco, March 1.

Landrum-Griffin Act, sponsored by the Los Angeles County Federation of Labor; held in Los Angeles, March 11, 12 and 13.

"What Can We Do?", sponsored by the San Francisco Labor Council; held in San Francisco, March 19.

Current Trends in Collective Bargaining, sponsored by the Institute of Industrial Relations; held in San Francisco, May 11.

New Developments and Problems in Negotiated Welfare Plans, sponsored by the Institute; held in Santa Monica, May 20 and 21.

Vocational Rehabilitation, co-sponsored by the Los Angeles Federation of Labor and the Institute; held in Los Angeles, June 10 and 11.

In addition, a series of conferences, co-sponsored by the Department of Employment and local central labor and building trades councils, took place in the southern part of the state. The purpose of these meetings was to acquaint local labor officials with the state employment service, and provisions of the state's unemployment insurance and disability insurance programs, with emphasis on improvements won at the last session of the legislature.

These conferences were held in San Bernardino on February 29; San Diego on March 10; Pismo Beach on March 17; and Ventura on April 7.

Federation Scholarships

Four girls and two boys were victorious in the Federation's tenth annual high school scholarship awards. Winners of the $500 scholarships were: Jo-Ann Scull, Redlands Senior High School, Redlands, San Bernardino County; Robert O. Loveless, Polytechnic High School, Sun Valley, Los Angeles County; Myrna C. Wooters, El Cajon Valley High School, El Cajon, San Diego County; Marilyn Lee Davis, Sanger Union High School, Sanger, Fresno County; Cecilia Black, Capuchino High School, San Bruno, San Mateo County; Edmund Ray Manwell, Marysville Union High School, Marysville, Yuba County. They were selected as the top six out of the 387 students who participated in this year's competition, which was open to all graduating seniors in both public and private high schools in California.

Three of the six scholarships were made available this year under the Federation program by the following cooperating organizations: Los Angeles Building and

Construction Trades Council; California Legislative Board of the Brotherhood of Railroad Trainmen; Painters District Council No. 36 of Los Angeles.

The 1960 program was announced in January by a statewide mailing of announcement brochures to all the high schools and school superintendents in California. The basis for the awards were set forth in the brochure, as follows:

(1) Senior high school students in public, private and parochial schools in California who are planning to attend a college or university anywhere in the United States, are eligible to compete in the examination. The award may be used to assist the student in any field of knowledge and is not limited to those interested in labor alone.

(2) An award will be made to each of six candidates on the basis of the candidate's score in the special examination and his four-year high school academic record. A check for $500 will be deposited in the student's name at the college he has chosen.

(3) A two-hour examination will be held on Friday, May 20, 1960 in each high school where applicants have filed. The Federation must receive from the principal of the high school, not later than April 18, 1960, the applications of students who will be participating, together with the transcripts of their high school records. The Federation will then mail out the specified number of examination questions. Following the examination, the papers will be returned to the Federation office for grading by competent personnel selected by the Committee of Judges.

The school records and examination papers of the fifty highest students will be examined personally by the Committee of Judges which will make the final selection.

(4) The aim of the examination is to evaluate the student's knowledge and understanding of labor and industrial problems and his ability to present his information. The student should show his factual knowledge and comprehension of past and present social and economic conditions affecting labor and management.

Applications were received from 597 students in high schools throughout the state.

The 387 students who took the examination on May 20 were graded on their knowledge of industrial relations history and practices in the United States. Their identity was, of course, not known to the judges.

The committee of judges which selected the winners was composed of three professional educators: Frederick A. Breier, Ph.D., Associate Professor of Economics, University of San Francisco; Arthur M. Ross, Ph.D., Director, Institute of Industrial Relations, University of California; Curtis C. Aller, Ph.D., Associate Professor of Economics, San Francisco State College, who substituted for Leon F. Lee, Ph.D., Director, Institute of Industrial Relations, San Jose State College, because of illness.

As has been the practice since the scholarship program was initiated in 1951, this year's awards carry with them an expense-free invitation to each winner to attend the Federation's 1960 convention in Sacramento. Formal presentation of the awards will be made by your secretary, and each winner will have the opportunity to make brief acceptance speeches.

Pictures of the scholarship winners and a biographical sketch of each have appeared in the Federation's Weekly News Letter, and were sent to the California labor press.

Employment of the Handicapped Contest

An expense-free trip to Washington, D.C. was awarded by the California Labor Federation to Patricia Hiehle of Culver City, as California's first place winner in the national essay contest conducted this spring by the President's Committee on the Employment of the Handicapped.

The theme of the contest was "Jobs for the Handicapped . . . Passports to Dignity." This was the twelfth year of the national contest, which saw as many as 1,700 entries in contests conducted by cooperating state committees.

In California, the contest was conducted in cooperation with Governor Brown's Committee for Employment of the Handicapped within the State Department of Employment.

The expense-free trip awarded by the Federation included first class air travel, plus $100 in general expenses to Miss Hiehle to attend the annual meeting of the President's Handicapped Committee where awards were made to national winners by the President.

Through arrangements with the national AFL-CIO, various state organizations in other states, for the first time this year,

similarly financed the Washington, D. C., trip of other state winners.

CONSUMER ACTIVITIES

The excellent beginning made in 1959 by both organized labor and the state legislature in an aggressive assault on one of the most disturbing of present-day problems—the widespread abuse and exploitation of consumers—has been followed up at a fast pace.

Shortly after the Federation's last convention, the post of Consumer Counsel created by the 1959 legislature was filled by Governor Brown with the appointment in September of Helen Ewing Nelson. This appointment had been strongly recommended by labor and consumer groups. And culminating the year of progress was the formal launching in June of the California Consumers Association. Between these two events were months of activity on many fronts.

Labor's Program of Action

On the eve of the appointment of the Consumer Counsel, Secretary Haggerty outlined a program of consumer action by labor before a conference on consumer problems held in Los Angeles, September 25-27, under the joint sponsorship of the Los Angeles County Federation of Labor and the University of California's Institute of Industrial Relations. Three categories of consumer action were listed: consumer counseling and education; consumer representation before legislative and administrative bodies; and the development of effective vehicles for the cooperative efforts of labor and other consumer interest groups.

Primary vehicles in the campaign, Secretary Haggerty pointed out, should be labor organizations working in close cooperation with the AFL-CIO's Union Label Department on national, state and local levels. Such coordinated efforts would go far to fill the vacuum that has been created in the labor movement by a lack of consumer counseling and education among our own members as well as the public at large. However, because labor has stood practically alone for a long time in fighting consumer battles in the legislature and before administrative agencies, it was necessary to tie in closely with other groups and organizations, such as the Consumers Union, and particularly in this state, to participate vigorously in the activities of the California Consumers Association.

Special emphasis was placed by Secretary Haggerty on the fundamental reason for the urgency of taking effective action without delay, and that is the push by the anti-union forces to drive a wedge between organized labor and consumers outside of the unions. By such devices as the Landrum-Griffin Act, these forces have attempted to confine trade union activities to narrow economic actions in collective bargaining, and at the same time to isolate the consumer sphere of influence for their own exploitation, and, by false charges of "big unions," corruption, and the constant blaming of wage increases for price rises, to use the consumers to further undermine union strength in collective bargaining.

Finally, Secretary Haggerty reminded the conference that the effectiveness of the new office of state Consumer Counsel depended entirely upon the type of support labor and consumers generally were willing to give.

Thus, the Federation's role in the campaign to protect the consumer was seen as expediting the linking together for action of labor organizations, the California Consumers Association, and the Consumer Counsel in mutual support, agreement on aims, and coordinated action.

Repeal of State Fair Trade Act

At a hearing on November 5, 1959, before the Assembly Committee on Governmental Efficiency and Economy, the California Labor Federation presented the following statement urging the repeal of the state Fair Trade Act.

STATEMENT ON REPEAL OF FAIR TRADE ACT

On behalf of the million and a quarter members who make up the California Labor Federation, AFL-CIO, we appreciate the opportunity to submit a statement in support of repeal of California's so-called "fair trade" law as proposed by AB 1791 at the 1959 General Session which referred the matter to your Committee for interim study.

A most vivid exposition of one of the objectives envisaged by advocates of "fair trade" practices is contained in a statement attributed by **Fortune** magazine several years ago to a business executive:

"What every manufacturer wants is monopoly control over a product that costs a dime, sells for a dollar and is habit forming."

As expressed by **Consumer Reports** in May 1958, "The precious ingredient of

that formula is 'monopoly control'. Minus the power to keep competitors out of the market, the dollar price would be sure to be shaved by someone else bidding for a share of the market."

The California Labor Federation, AFL-CIO, is opposed to the principle of "fair trade" as an unwarranted form of subsidy to small special interest groups extracted from consumers with the aid of state and federal law. As stated by the AFL-CIO Executive Council on February 24, 1959:

"The major function of resale price maintenance . . . is to provide a specific guaranteed profit to the seller on each item he sells. This markup is geared to comfortable profits on low-volume sales and certain traditional methods of doing business. But the advance in merchandising technique since the war, the development of self-service facilities, the diversification of lines carried by single retail outlets, and the development of merchandising policy emphasizing high volume sales at low unit profit makes this type of economic protectionism obsolete."

"Fair trade" is a governmentally abetted variety of the administered pricing processes which are becoming more and more prevalent in our economy and contributing to an imbalance between our producing and consuming capacities. Under the California Fair Trade Act, the police powers of the state enforce the ridiculous principle that a manufacturer can impose a minimum price at any level he wishes to designate upon all retailers by the simple expedient of gaining the agreement of one retailer to abide by such a price. There is no avenue of appeal open to non-signing distributors even though uneconomically high prices drive customers away from their doors.

In exchange for this fundamental compromising of the anti-trust principles adopted by the nation in 1890, there has been no commensurate gain to the public accompanying such "fair trade" practices.

What has our price-fixing law meant to California consumers who have been forced to pay the "fair trade" price? Undoubtedly the 1956 survey by the Anti-trust Division of the U. S. Department of Justice is the most unbiased basis for measurement. The survey priced 132 rapid turnover "fair trade" consumer items in eight cities not covered by "fair trade" laws.

These items included prescriptions, drugs, drug sundries, cigars, toiletries, cameras, photographic equipment, housewares, small appliances, cleaning supplies, typewriters, jewelry, silverware and pens. Of the 132 items, 119 were available in all eight non-"fair trade" cities.

An average of 77 of these 119 items were selling 27.12% below the "fair trade" price in each of the eight cities. Consumers in "fair trade" states such as California had to pay $2033.20 for these 77 items compared to an average outlay of only $1481.73 in the non-"fair trade" cities surveyed. The average consumer under "fair-trade" suffered a markup of $551.47 or 37.2% on these 77 items. It must be borne in mind that this markup was over and beyond the margin of profit found to be reasonable in the eight cities operating under normal competitive conditions.

The survey found considerable variation among the eight cities. The most impressive savings were available in Washington, D. C. where 121 of the 132 items were selling below "fair trade" prices. These 121 items were offered to consumers at a total cost of $2322.50 compared to a "fair trade" price of $3417.79. "Fair trade" area consumers were burdened with a 47.1% additional markup which unjustifiably separated them from $1095.29.

Whether the gouging being experienced by California consumers under our "fair trade" law is most accurately reflected in the markups suggested by the experience of Washington, D. C. or by that of one of the other cities is speculative. The exact dollar and cents cost to California consumers of our state price-fixing law can probably never be measured accurately until that statute is erased.

That "fair trade" does have such an effect on consumer prices is never denied by the special interest groups who selfishly seek to outlaw the yardstick of competition from their sphere of the economy through such regulations. It is noteworthy that no consumer oriented organization or federal agency concerned with such legislation has ever testified in behalf of "fair trade". Their unanimous view has been that "fair trade" raises consumer prices through elimination of fair competition at the retail, wholesale and manufacturer's levels.

The net effect is inflationary and, by reducing the average wage earner's power to consume, "fair trade" pricing exerts a depressing influence on the economy's level of production.

Labor finds the application of "fair trade" to the field of drugs and medicine particularly obnoxious. Such consumer

items are no luxury. The often prohibitive prices which prevail in this field due to "fair trade" practices fall most severely upon such defenseless low income groups as our retired elderly citizens. A recent study by Consumers Information Bureau revealed astonishingly high consumer markups on drugs called for by "fair trade" ranging as high as 900% over the price paid by the retail druggist in New York City.

Historically, our private enterprise economy has found its greatest justification when the regulatory role of competition has operated. Under this ideal, those survived and thrived who developed production and distribution standards enabling them to offer the consumer the best product or service at the lowest price. It was largely this principle which opened up the mass market in America and made possible the rapid growth in our economic output.

Nevertheless, this automatic regulation of pricing policies has been increasingly encroached upon by concentration of economic power in the hands of a relatively few corporations together with administered pricing practices, one form of which is made possible by "fair trade" legislation. In 1930, the minority report submitted to the 71st Congress on the Capper-Kelly price-fixing bill observed:

"More and more we find business unwiling to compete or resorting to competition in non-essentials only. The spread between the cost of production and the price exacted from the consumer has more than doubled in the last fifteen years. Much of the competition that remains consists in advertising and other distributive methods, from which the consumer derives little or no real benefits. . . . This process cannot go on indefinitely. If businessmen will not compete voluntarily, legal means must be found to compel them to do so. Failing this, our system is marked for downfall."

California enacted "fair trade" during the depression of the 1930's on the ill-founded pretext that it would strengthen the competitive position of the small retailer. We believe that our experience since that time has substantiated the recent analysis of the AFL-CIO Executive Council:

"The non-competitive retail price system has been widely advocated as vital to the preservation of 'small business' which will otherwise be driven from the field by predatory price cutting, loss leader practices, and other drastic economic tactics on the part of its larger rivals. But at best, uniform pricing is at least of doubtful value to the typical small businessman. Denied the possibility of competing in prices on trade-marked merchandise, he is left to cope with the superior resources of larger businesses in terms of service, credit, advertising, store amenities, and the sale of 'house brands'. . . .

"Specific remedies against extreme unfair trade practices are or can be made legislatively available, but to enact the principle that any price cut, for any reason, even when due simply to superior operating efficiency, is 'unfair' is to establish that competition in itself is unethical."

Small retailers have undoubtedly suffered a reduced volume of turnover due to the "fair trade" pricing practices of nationally advertised brand manufacturers geared to maximum profits rather than to maximum sales. "Fair trade" has provided the climate which gave rise to the very discount house competition which small retailers find so harassing. When in need of converting slow-moving inventories into needed cash, such a simple business decision is forbidden without the consent of the brand manufacturer even though title to the goods has long since passed from manufacturer to retailer.

Perhaps of greatest importance is "fair trade's" elimination of price competition as a possibility for the small retailer. This provides a protective umbrella under which the private brands of mass chain store retailers can prosper. The Antitrust Division's Robert A. Bicks entered a most revealing excerpt from a letter by Sears, Roebuck and Company executive Theodore Houser into the records of the U. S. Senate Committee on Interstate and Foreign Commerce hearings on federal "fair trade" proposals in June of this year.

"The selfish interest of a firm like Sears comes in in that we are able to develop our own distributor's brands of these products with full freedom of action price-wise so that we can offer the public much better values than does the manufacturer-dealer system operating under Miller-Tydings. **While our values are no greater than would be true if competition determined prices on manufacturers' brands, the differential in price between the two is much greater and so we have a constantly expanding business at fair profits under our own trade-mark system"** (emphasis ours).

Even where such large retailers have

continued to feature brand merchandise at "fair trade "prices, there has been no advantage accruing to the smaller retailer. Large retailers have simply converted extravagant "fair trade" profit margins into bargain prices on non-"fair trade" items or into more advertising, better service and more attractive facilities.

Obviously, if a small retailer lacks staying power in a price war, he is equally deficient in his ability to compete in a promotional war. As the May 1958 issue of **Consumer Reports** put it:

"He (the small retailer) loses either way. But the consumer—the general public — gains far more, obviously, when the competition is on price. If a retailer decides to take a loss on his operations in order to promote his competitive position and if he takes this loss in the form of price cuts, he enlarges the market for goods and contributes to the standard of living."

These advantages are heightened by the growing practice of brand manufacturers of granting substantial "advertising" allowances to large supermarkets and department stores which are not made available to the trade as a whole.

Labor has traditionally supported legislation beneficial to small business. However, we believe "fair trade" has enhanced the competitive position of brand manufacturers and mass retailers at the expense of small retailers and consumers. We are firmly convinced that genuinely constructive aid to small business enterprises lies in areas such as the modification of our tax and credit structure. Small business should also be encouraged to form purchasing associations in order to take advantage of the economies that can be affected in that area.

For these reasons, the California Labor Federation, AFL-CIO, urges the repeal of the California Fair Trade Act. Such action would help to restore the principle of free and open competition to the California marketplace. It would not disturb that portion of California law protecting against cut-throat competition.

It would not be enough, however, for this Committee to merely recommend passage of a "fair trade" repeal bill. In order to properly discharge its obligations to the vast majority of California's citizens, the Committee should also initiate action by the California Legislature to memorialize Congress for the repeal of existing permissive federal legislation in this area. The same type of action is needed in regard to S. 1083 (Hubert Humphrey) and H.R. 1253 (Oren Harris) which would impose unilateral price-fixing by manufacturers upon the entire nation.

If these bills become law, it has been estimated conservatively that they will cost American consumers up to ten billion dollars annually. The very real danger of passage of these measures is seen by the 20 to 9 approval given to the Harris bill by the House Commerce Commission.

The Federation will throw its full support behind a renewed effort to repeal this law at the 1961 general session of the legislature.

Federal Fair Trade Law

Bills were introduced in both houses of the 86th Congress which, if passed, would have saddled the nation with a federal fair trade law. Although fair trade was for years considered an issue for state law, supporters of this legislation had turned to Congress because, as a result of court decisions, the effectiveness of state laws was beginning to diminish.

The proposed measure provided that any manufacturer of brand merchandise could fix minimum retail sale prices by merely notifying his distributors. If a substantial part of his output crossed state lines, those prices would apply in all states, and the manufacturer could enforce them by suits in federal or state courts.

The bill was supported by one of the largest and most effective lobbying campaigns of recent years. The National Association of Retail Druggists spearheaded the drive for the anti-consumer measure, with support from other retailers and from oil companies desirous of fixing retail gasoline prices.

The national AFL-CIO and consumers' organizations lined up to block passage of the bill. Hope for success was not high when it went to the House Rules Committee, but in April, in a surprisingly liberal decision, the Rules Committee, by a narrow 6-4 margin, killed the bill.

During the campaign against it, the Consumers Information Bureau issued a brief summary of "fair trade" which was widely distributed, together with a request for consumers everywhere to write their Congressmen urging them to vote against the pending bill. This document, which will prove useful to our membership next year in our almost certain fight in the legisla-

ture for repeal of the California law, is therefore included in this report:

The Story of "Fair Trade"

"Fair trade" is a depression baby. In 1931, California druggists steamrollered the California Fair Trade Act through the state legislature, claiming that it would revive small business. Thirty-one other states followed suit. Of the first 32 states that adopted "fair trade," only three held public hearings on bills. As further evidence of the haste accompanying legislation of the bills, a stenographic error in the California law, which made an important section of the bill unintelligible, was copied in the laws of 11 other states.

The California Fair Trade Act permitted a brand manufacturer to sign a contract with a retailer compelling sales of the brand at a designated price. However, manufacturers found it impossible to sign up enough retailers to give the law any teeth. A 1933 amendment remedied this, binding every retailer selling the brand in California to the designated price, even though the manufacturer had signed a price-fixing contract with only one retailer in the state.

The widely publicized "non-signer" clause really started "fair trade" rolling. By 1938, "fair trade" was on the books in 45 states and Congress had passed the Miller-Tydings Act. This national law exempted "fair trade" contracts from the provisions of the Sherman Anti-trust Act. The Miller-Tydings Act skillfully resolved the problem of the conflict of state "fair trade" laws and federal anti-trust laws when goods moved across state lines.

Between 1938 and 1951, supermarket operators, department stores and discount houses tried to knock out "fair trade." These court actions almost ended "fair trade" in 1951, when "non-signer" clauses were declared unconstitutional by the United States Supreme Court. However, over vigorous opposition of the Antitrust Division of the Justice Department, a second federal law, the McGuire Act, was railroaded through Congress in 1952.

The McGuire Act permitted all states to bind retailers to "fair trade" prices whether retailers agreed to them or not. Again in 1953, "fair trade" laws were operative in 45 states. Since then, state court decisions have voided entire "fair trade" acts or killed "non-signer" clauses in 15 states. Four others—Missouri, Texas, Oklahoma and Alaska—have never enacted "fair trade" regulations. These state court decisions against "fair trade" in the last six years have caused retail druggists to pressure Congress for another federal price-fixing law.

Reputable economists testified at House hearings in 1958 and 1959 that federal "fair trade" will cost consumers $10 billion—about $250 extra for each family each year. These estimates are based on facts from shopping surveys conducted in "fair trade" and non-"fair trade" areas. At today's inflated prices, consumers can ill afford to pay 20 per cent or 30 per cent more for regular family needs.

1960 will be presidential election year; a year when Congress is pressing to adjourn as soon as possible. The McGuire Act had been tacked on as a rider to a District of Columbia appropriations bill. In spite of serious reservations about "fair trade," President Truman was forced to sign the bill into law. The District of Columbia needed the appropriations and the McGuire Act got a free ride.

Meat Packaging and Meat Grading

Consumer battles have been and are still being fought on two fronts in regard to meat: with the state Department of Agriculture against permitting weight tolerances on fresh packaged meats and certain frozen foods, and with the U. S. Department of Agriculture opposing the suspension of lamb and mutton grading.

Meat Packaging

Under a bill passed by the 1957 state legislature, the Department of Agriculture scheduled hearings on December 15-17 in Sacramento on the establishment of weight tolerances for "packaged and processed foods." An item was added to the agenda to consider the possibility of extending the tolerances to fresh meats.

Developments leading to this threat date back to the 1957 general session of the legislature when the Agriculture Department proposed a weight tolerance bill. The broad language of the bill originally introduced clearly applied to packaged fresh meats, although the Department claimed such was not its intent.

Under Federation pressure, restrictive language was amended into the bill which the Department agreed could not be interpreted to apply to fresh meats. The intent of the bill as enacted was, therefore, to deny the Department even the authority to consider the establishment of meat tolerances.

Nevertheless, pressure of the retail stores on the Department to read fresh packaged meats into the restrictive lan-

guage continued. The Department then sought an informal opinion from the Attorney General's office on the question. Apparently ignoring the legislative intent, the Department interpreted the informal opinion as giving them authority on the meat tolerances.

Retail stores pressing the issue immediately followed up by an official request to the Department of Agriculture to include the consideration of such tolerances in the agenda for the forthcoming hearings. The announcement of the agenda indicated clearly that the Department was yielding to the pressure of the retail interests, contrary to their declared intent at the 1957 legislative session.

At the December hearings, the California Labor Federation, the Western Federation of Butchers, the Consumer Counsel and the California Grange joined forces to oppose the allowing of the so-called "deficiency tolerances" on frozen foods and packaged meats. Specifically, the proposals before the committee were to permit short-weights on thirty-two frozen food items, frankfurters, chitterlings, and a request by the retail grocers to consider the possibility of permitting similar short-weights on packaged fresh meats sold at self-service counters.

Don Vial, representing Secretary Haggerty at the hearing, stated the Federation's uncompromising opposition to any and all deficiency tolerances. In regard to extending such tolerances to fresh meat, he charged that the Department of Agriculture had no authority whatsoever to consider deficiency tolerances on fresh meats because when the tolerance bill was before the legislature in 1957 it was specifically amended to remove the possibility of considering short-weights for fresh meats.

He further pointed out that, based on the per capita consumption of meat in California and the shrinkage presently provided for in the packaging of meats, short-weights would be a $17 million gouge on the state's consumers.

At a final hearing in Sacramento on July 26, the Federation, represented by Don Vial, and Consumer Counsel Nelson again forcefully opposed short-weights. A number of weights and measures officials present also strongly opposed the procedures which were agreed to by their own association.

The contested procedures are presently before the Director of Agriculture for acceptance or rejection.

Lamb and Mutton Grading

The California Labor Federation and the Consumer Counsel again coordinated their protest on behalf of consumers in sharply worded letters to the U. S. Department of Agriculture when, under pressure from sheep raisers and processors, the Department last December took action to suspend lamb and mutton grading for one year.

As soon as this information reached the Federation, Secretary Haggerty wrote to the Department asking reconsideration of its decision and urging that the grading be retained. Many other strong protests from consumer groups forced the Department to stay the effective date for one month, to February 4, 1960, pending further study.

In a routine reply acknowledging Secretary Haggerty's letter, Russell O. Hitz, acting chief of the Department's Meat Grading Branch, Meat Division, explained that the suspension was being made because revised lamb grade standards developed the previous year had met with a lack of agreement in the industry. Secretary Haggerty responded immediately with the following emphatic letter:

> This will acknowledge receipt of your circular communication in reply to our recent letter urging that the Department, in the interest of consumers, not suspend federal grading of lamb and mutton for the contemplated one year period.
>
> We are aware that your Department has postponed the January 4, 1960 effective date of the suspension for a month. It appears, however, from your press release dated December 30, 1959, enclosed with your circular letter, that the Department of Agriculture is interested in retaining lamb grading only if lamb grade standards satisfactory to the industry can be developed. Surely the Department of Agriculture does not hold the interest of consumers in such contempt. May we take this opportunity to remind you and your Department that lamb grading is not for the benefit of the producers and processors, but to protect consumers.
>
> We of the California Labor Federation, AFL-CIO, representing more than one million and a half organized workers and their families in the state, are frankly shocked that the U.S. Department of Agriculture would even consider the suspension of lamb grading. Further, please be assured that we are

not confusing the question of lamb grading with the mandatory meat inspection program of the Department, which provides inspection for sanitation and wholesomeness. Trade union consumer families in California want to know that the lamb they buy has been inspected for sanitation and wholesomeness, but they are also interested in knowing whether the wholesome cut is "prime," "choice" or "good" in grade.

Consumer Counsel Nelson's letter to Secretary of Agriculture Ezra T. Benson was in the same vein.

No further action was taken; lamb and mutton grading is being continued.

California Consumers Association

Following a conference on consumer problems held in July 1959, some one hundred interested participants constituted themselves as a sponsoring committee for the purpose of establishing a consumers' organization. Shortly thereafter, the California Consumers Association came into being with the adoption of a provisional constitution and statement of principles as working papers for the development of final documents to be presented at a future founding convention.

Playing an active role in these preliminary steps was Vice President Sam Eubanks, chairman of the Federation's standing Committee on Community Services. The Federation, hailing the move as an answer to the need for an organization that would promote and protect the interests of the buying public at all levels, was one of the most active organizations that worked for the establishment of the Association.

The formal launching of the California Consumers Association took place this summer at a constitutional convention held in Fresno on June 18-19. Numbered among the more than two hundred delegates were representatives from virtually every segment of organized labor, the consumers cooperative and credit union movement, health and welfare associations and academic leaders from private and public colleges and universities.

Top officials elected by the convention were the following: President, Dr. Peter H. Odegaard, chairman of the Department of Political Science at the University of California, Berkeley; Executive Secretary, Mary Pryor, associate in educational activities with the Los Angeles County Federation of Labor; Treasurer, Clarence Murphy, California Credit Union League; Vice Presidents, Jackie Walsh of the San Francisco Joint Culinary Board, Edward L. Rada of the University of California at Los Angeles, Leonard Krupnick of the Associated Cooperatives of California.

Individuals elected to the Executive Board who are also active trade unionists included President Albin J. Gruhn, Susan Adams, Anthony Anselmo, Vice President Sam Eubanks, Webb Green, Charles Harding, William T. O'Rear, Gerald D. Rees, and Don Vial.

The office of the Consumers Association will be located in the Los Angeles area.

Consumer demands were reflected in resolutions adopted by the convention:

1. Health care for the aged under the federal social security program.

2. Provision of adequate field staffs in the state Departments of Public Health and Agriculture to provide the protections intended by the state's pure food and pure drug laws.

3. Enactment of a state cosmetics law, to provide adequate protection for consumers of cosmetics.

4. Legislative action to forbid the use of food additives known to induce cancer when normally ingested by man or animal.

5. In endorsing the Bureau of Consumer Frauds, called upon district and city attorneys to cooperate fully with the Bureau in prosecuting and driving from the state "the chiseler, the bunco artist, the living room racketeer and others who prey upon the consumer in California."

6. Urged the passage of both state and federal legislation for effective and enforceable laws to require the full disclosure to the consumer of the true costs of consumer credit.

7. Called for repeal of so-called fair trade legislation, "which should more properly be called price-fixing."

8. Called on the state legislature to consolidate responsibility and to strengthen programs to enforce laws relating to weights and measures; urged repeal of all laws permitting packaging to contain weights and measures smaller than those specified on the label.

9. Voted support of legislation to provide adequate protection for consumers in the field of service repairs, and specifically instructed the Executive Board of the Association to take action to implement this resolution.

10. Commended Governor Brown, At-

torney General Mosk and William Bennett of the Public Utilities Commission in their efforts to resolve unfair natural gas pricing in favor of consumers.

11. Called upon the federal Fair Trade Commission and Congress to investigate fully the matter of consumer exploitation through "administered prices."

Consumer Counsel Activities

Almost immediately upon taking office, Consumer Counsel Nelson plunged into action. Our Federation has been constantly on the alert to support these activities, publicizing them in our Weekly News Letter, participating when called upon, and ready at all times to carry out the California labor movement's pledge of full cooperation with the Consumer Counsel in her efforts on behalf of consumers.

Outstanding among many were the following Consumer Counsel activities:

Among her earliest tasks were a review of home loan interest rates, and investigations in the field of weights and measures and milk-pricing procedures, all undertaken at the request of the Governor.

In April and May, a series of conferences on the uses and abuses of consumer credit were held in Fresno, El Centro, San Diego, San Francisco, Los Angeles and Salinas. At the San Francisco conference, the Federation presented testimony on the shocking cost of Eisenhower "tight money" policies to the wage-earner families who are still able to afford to buy new homes in the current "bankers" housing market. The Counsel was asked to support state legislation patterned after that presently being proposed in Congress, which would inform consumers of the exact amount of interest being charged on installment contracts in terms of "simple interest," whether the amount is 6 percent, or 35 percent as is too often the case.

At a Department of Agriculture hearing in April, called to allow farmers and processors to be heard on new standards limiting the amount of pesticide chemical residues permitted to remain on foods, the Consumer Counsel criticized the proposals sharply. Her position was that tolerances on such residues should be "zero," but if any tolerances above zero were to be allowed, they should be set only after adequate tests. She also urged the continuation of such tests in order to determine the adequacy of both federal and state standards.

Installment Buying

A pamphlet prepared by the Attorney General's office, entitled "Know Your Legal Rights," and explaining the rights of consumers under the new state law regulating installment contracts and revolving charge accounts, was mailed to all the Federation's affiliates. A covering letter from Vice President Sam Eubanks explained that we were circulating the pamphlet as part of the Federation's program of encouraging consumer counselling among our affiliates, and that unions desiring copies for distribution to their members should order them through the Federation office. The response from our unions revealed the awakening confidence of organized labor that something is really being done at last to protect consumers. Some 250,000 of the pamphlets were ordered and distributed.

Public Utilities Tax "Normalization"

Given scant space in the daily press was the announcement in April of a State Public Utilities Commission decision which will save users of public utilities in California many millions of dollars annually.

By a 3-2 decision, the PUC majority voted against allowing public utilities to "normalize their taxes" in connection with the rapid acceleration provisions of federal law for the depreciation of property.

Last year, in a brief filed with the PUC, the California Labor Federation joined with the Railroad Brotherhoods Legislative Board in the state to support the Attorney General's position against allowing "normalization."

In the long-drawn-out case, private utility companies argued that they should be allowed to take advantage of the "fast write-off" provisions of the Internal Revenue Code regarding the depreciation of plants and equipment without passing these savings on to the consumers. On the other hand, they would have used these savings to build up reserves which would then be included with assets upon which rate-fixing would be based. The effect of the proposal was to "have their cake and eat it, too."

The PUC decision upheld the position assumed in the Federation's brief, which argued that the Commission should reject the normalization of taxes; should reject the scheme to establish reserve funds to be used for rate-fixing purposes which would result in inflated prices to cover taxes not actually paid; and should insist

that the monopoly corporations under the jurisdiction of the Commission recognize their public obligation to provide the most efficient service at lowest possible cost.

ACTIVITIES OF LEGAL COUNSEL

Progress of the various court cases and other legal work performed by the Federation's General Counsel, Charles P. Scully, between July 1, 1959, and June 30, 1960, as reported by him to your secretary, is summarized herewith, as follows:

Court Cases

Trinity County "Right to Work" Ordinance Case

Since last reported, there have been further developments with respect to this litigation. Although the General Counsel filed a Petition for Certiorari with the United States Supreme Court from the adverse decision of the California Supreme Court, the petition was denied. Subsequent to this denial, however, the California Supreme Court rendered its opinion in the **Petri** case, and based upon this opinion, the General Counsel filed a Motion to Dismiss the remaining portion of the case, which dealt with the prohibition against minority picketing, since the "right to work" ordinance was itself stricken in the original decision. Before the motion could be granted, however, counsel for the other side agreed to dismiss the case with prejudice, which stipulation was filed and the matter is now closed.

Hignell and Strange vs. Butte County Central Labor Council, et al.

Since the last report with respect to the above case, which involves a suit for injunction and damages filed by a contractor in the Chico area against most of the Councils and Building Trades Unions located in that area because of picketing against a non-union operation, the General Counsel has filed a Motion to Dismiss based upon the decision of the California Supreme Court in the **Petri** case. The motion was denied and a Writ of Prohibition is now being prepared by the General Counsel.

Gardner, et al. vs. California Employment Stabilization Commission, et al

This case involves the payment of unemployment insurance benefits to individuals who were allegedly locked out by their employers during the San Jose culinary dispute. At the direction of the Secretary-Treasurer, the General Counsel filed a brief amicus curiae in support of respondents with the California Supreme Court, but by a majority decision the court denied benefits and the Petition for Rehearing was also denied.

Ross Messner vs. Journeyman Barbers, etc., Local 256, et al

This was an action against the San Diego Barbers Union seeking to obtain an injunction and damages for picketing on numerous grounds, including the allegations that the picketing was by a minority union, was to compel an employer to join a union, and was in violation of the state Anti-Trust Act because it was aimed at fixing prices.

At the direction of the Secretary-Treasurer, the General Counsel filed a brief amicus curiae in support of appellants with the California Supreme Court. By a 4-3 decision, the court denied all relief, and further amplified its holding in the **Petri** case and in effect restored the labor law in this state to the favorable position it possessed before the decisions by a 4-3 vote in the **Garmon, Chavez** and companion cases. As a result of this decision, the General Counsel believes that we have now a most favorable attitude in this state with respect to the overall labor law.

Zephyr Homes v. Fresno Building Trades, et al

This litigation consists of a civil action filed in the Superior Court in the County of Fresno seeking injunction and damages against alleged improper picketing at home sites, and also several charges filed with the National Labor Relations Board alleging illegal secondary boycott and recognitional activity.

At the request of the coordinating committee in that area, the General Counsel was assigned by the Secretary-Treasurer for the purpose of consulting with the local groups and making any recommendations with respect to the pending litigation.

On May 24, 1960, the General Counsel attended a conference, with Mr. Van Bourg of his office also in attendance, in Fresno with all of the local representatives, including the local attorney, William McDermott. After reviewing the litigation in detail, the General Counsel made specific recommendations to the group. At this point, it was decided that a conference of all of the affected International representatives would be called in Fresno on Friday and Saturday, June

3rd and 4th. Mr. Van Bourg attended such conference and again explained the recommendations. In general, the group followed the recommendations and agreed to hire Attorney McDermott as local counsel. At this point, the General Counsel's services accordingly terminated.

Legislation

On October 23, 1959, the General Counsel attended a meeting of the Assembly Finance and Insurance Subcommittee on Disability Insurance in Sacramento. The discussion was aimed primarily at the solvency of the fund and the steps that should be taken legislatively if any corrections were needed. The General Counsel expressed the position of the Federation that the fund was clearly solvent; that if need for any additional money were established, it could be met by the transfer of the 130 million dollars plus on deposit with the federal government; and that if even then the fund was not adequate, then additional amounts should be obtained by extending the tax base rather than increasing the tax rate.

Unemployment Insurance

Advisory Council on the Department of Employment

Together with Vice President Finks and your Secretary, the General Counsel is a member of this Advisory Council and attended the following meetings on the following dates:

July 8, 1959, San Francisco
October 8, 1959, San Francisco
January 27, 1960, San Francisco
March 23, 1960, San Francisco
May 25, 1960, San Francisco

In addition, on January 27, 1960, the Director and the entire Council met with the Governor and reviewed with him generally the activities of the Council and its further objectives.

Unemployment Insurance Regulations

On May 3, 1960, the General Counsel attended an all-day meeting in Sacramento as a member of the technical committee to review proposed regulations dealing with agricultural labor.

On May 9, 1960, the General Counsel attended an all-day meeting in Sacramento as a member of the technical committee to review proposed regulations dealing with the over-all program generally.

On June 22-23, 1960, the General Counsel appeared before the Director at Sacramento at a public hearing dealing with the above proposed regulations. He objected generally as to the need for a majority of the proposed changes and stated they should more properly be part of a published manual rather than established rules in order to insure flexibility if charges were required. In addition, he objected specifically to a series of specific proposed changes, and submitted a copy of his letter summarizing these items to your Secretary.

Workmen's Compensation

On April 28, 1960 the General Counsel attended the public hearing conducted by the Industrial Accident Commission with respect to proposed changes in the permanent disability schedule. Based upon the General Counsel's determination that the proposed changes as to hearing losses would on the whole be substantially detrimental, he expressed opposition to any such changes and set forth the basis for them in a written report to your Secretary.

Insurance Department Advisory Council

The General Counsel is a member of the Advisory Council provided under the Rees-Doyle Act dealing with the regulation of so-called fringe programs. Since the law is no longer in effect, there was only one meeting held, namely, October 27, 1959 in San Francisco.

Executive Council Meetings

The General Counsel attended the following meetings of the Executive Council and rendered advice as requested:

August 6-7, 1959, San Diego
November 14-15, 1959, Santa Barbara
March 3-4, 1960, San Francisco
June 9-10, 1960, Hollywood

Convention

The General Counsel attended the convention in San Diego from August 8 through August 14, 1959, and assisted the committees with respect to the processing of resolutions and assisted in preparing the reports of committees as instructed.

Farm Labor

On June 15, 1960, together with your Secretary, the General Counsel appeared before a special meeting of the California Senate Interim Committee on Farm Labor in Sacramento. The principal issue here

involved dealt with the referral of domestic workers to struck jobs and the importation of Mexicans as strike breakers in such circumstances.

We supported the legal position of the Department in refusing to permit the use of Mexican strike breakers and answered generally the questions of the committee in this respect. Since your Secretary has reported separately on this matter, a delineation of the items is not necessary here.

On June 28 thru 30, 1960, the General Counsel and your Secretary, at the request of the national office, attended conferences with the Secretary of Labor and his staff in Washington, D. C., together with representatives of the national office and of the farm union groups, attempting to persuade the Secretary that any changes in the procedures requested by the growers were unwarranted and that the existing position of the Department should be sustained. It was the feeling of the group that the Secretary was favorably impressed and a clear indication was given that before any changes would be made, proposed changes would be submitted to our groups for comments and review.

Miscellaneous

Fire Fighters

On February 24, 1960, the General Counsel met with representatives Smith and Rizzo of the Fire Fighters to develop a test case with respect to A.B. 618, which expressly provided the right of Fire Fighters to join a labor organization.

The General Counsel prepared and transmitted communications to the authorities in Bakersfield contending that the ordinance in question was inoperative and received replies indicating their agreement and that steps would be taken to repeal the ordinance. In view of the opinion of the Attorney General recently issued and the action of the City of Bakersfield, it would appear that no additional court test will be necessary.

Landrum-Griffin Bill

During October, 1959, the General Counsel's office prepared a detailed analysis, section by section, of this Act and distributed copies to interested parties.

On October 30-31, 1959, he attended the Building Trades Lawyers' Conference in San Francisco and participated in the deliberations.

On November 16, 17 and 18, 1959, he assisted in formulating and participated in the Labor Law Conference sponsored by the Federation in cooperation with the University of California at Santa Barbara.

In January, 1960, he assisted in the preparation of the pamphlet explaining the law which was distributed to all of the affiliates.

National Labor Relations Board Advisory Conference

The General Counsel was selected as one of the members of an advisory group to meet with the Regional Director of the National Labor Relations Board in accordance with the request of its General Counsel. As a result, the group met in San Francisco all day on March 8, 1960, together with other practitioners; reviewed in detail the operations of the Regional Office and made recommendations with respect to procedures. This was one of four initial test conferences and, based upon the report submitted by the Regional Director, it appears that additional conferences are being called in the various regions throughout the country. There has, however, been no official published statement with respect to the conferences to the General Counsel's knowledge.

Office Employees—Pensions

On February 15, 1960, the General Counsel conferred with Secretary-Treasurer Haggerty and Business Manager Phyllis Mitchell of the Office and Professional Employees, Local 3, at which it was agreed that the present Federation pension program would continue to be applicable to the employees rather than Office Employees' program.

Opinions

From time to time, as requested, the General Counsel rendered various oral and written opinions on various items. Typical of these opinions are the following:

1. December 1, 1959—opinion indicating donations by labor organizations were permissible under the Landrum-Griffin Act.

2. March 23, 1960—opinion applicable to lottery conducted as part of a registration campaign.

3. April 26, 1960—opinion dealing with licensing of sound trucks.

4. April 12, 1960—review of Department of Employment "seek work" requirements as requested by San Francisco Central Labor Council.

5. May 16, 1960—review and expression of opinion as requested by Vice President

at Large Eubanks of a proposed law prohibiting employment of strikebreakers.

Registration Conference

February 26, 1960, the General Counsel attended a conference called by the Federation in San Francisco to promote registration.

Speeches

1. October 13, 1959—Chicago—the General Counsel spoke before American Life Convention on the subject "A Labor Lawyer Looks at Life Insurance."

2. On November 2, 1959—he spoke before the Brokers Club of San Francisco on the "Landrum-Griffin Law and its Bonding Provisions."

3. November 4, 1959—he participated in a conference at the University of San Francisco on the Landrum-Griffin law by appearing both on a panel and being a dinner speaker in lieu of Congressman Shelley.

4. December 2, 1959—In Sacramento—he addressed the interns on the subject of legislative procedures from the Federation standpoint.

5. January 20, 1960—he addressed the Lumber and Sawmill Workers Convention in San Francisco on the Landrum-Griffin Bill.

6. January 30, 1960—he participated in San Francisco on a program sponsored by the State Bar reviewing labor law generally.

Tax Returns

On February 16, 1960, March 22, 1960 and April 28, 1960, he conferred with your Secretary and the Auditors of the Federation with respect to the preparation and filing of tax returns.

Vallejo Culinary Workers Union Local 560 and C & K Dispute

On February 15, 1960, he met with Union Representative Womack and other representatives to review the above dispute and advise them as to steps to be taken by them.

Western Shipbuilders Association

The General Counsel agreed to serve as co-counsel of the above association, which is concerned with the promotion of shipbuilding on the West Coast; he has assisted them in the drafting of by-laws, proposed legislation, and has attended meetings of the Board of Directors as requested.

In addition to the above, the General Counsel has assisted the officers and affiliates of the Federation as requested or as instructed by your Secretary.

Fraternally submitted,

THOS. L. PITTS,
Secretary-Treasurer.

FEDERATION MEMBERSHIP STATISTICS

June 30, 1960

Local Unions Affiliated	Councils Affiliated	Total Affiliations	Total Membership
1508	163	1671	801,919

NEW AFFILIATIONS AND REINSTATEMENTS

July 1, 1959 to June 30, 1960

Locality	Union	Local No.	Date
Anderson			
	Woodworkers	433	5/1/59
Bakersfield			
	Sheet Metal Workers	152	10/13/59
Chico			
	Plumbers & Steamfitters	607	9/14/59
Sacramento			
	Railroad Trainmen	408	1/14/60
Daly City			
	North Co. School Dist. Empls.	377	9/30/59
Dunsmuir			
	Locomotive Firemen & Enginemen	312	2/15/60
East San Gabriel			
	Barbers	835	6/20/60
Elk Creek			
	Carpenters & Joiners	2688	9/9/59
Eureka			
	Butchers	445	3/23/60
	Retail Clerks	541	3/11/60
Camarillo			
	Fire Fighters of Ventura Co.	1364	5/26/60
Colton			
	Fire Fighters Assn.	1359	3/28/60
Monterey			
	Fire Fighters Assn.	1353	11/1/59
Redlands			
	Fire Fighters	1354	2/29/60
Fresno			
	Chemical Workers	97	3/1/60
	Railway Carmen	805	2/9/60
Gardena			
	Rubber Workers	433	1/13/60
Lancaster			
	Barbers	699	2/17/60
Livermore			
	Chemical Workers	422	2/19/60
Lodi			
	American Fed. of Grain Millers	59	9/28/59
Lompoc			
	Barbers	363	5/2/60
Long Beach			
	City Employees	112	11/10/59
Los Angeles			
	Brewery & Distillery Workers	7	4/8/60
	Cleaners, Dyers & Pressers	268	11/6/59
	L.A. Union Label Council	—	7/24/59
	Ornamental Iron Workers	792	1/25/60
	Railway Carmen	806	3/14/60
	Railway News Service	357	9/9/59
	Railway & Steamship Clerks	2114	11/4/59

Locality	Union	Local No.	Date
Martinez			
	Contra Costa Co. Empls. Assn.	1675	2/19/60
Maywood			
	Locomotive Firemen & Enginemen	979	5/13/60
Modesto			
	Sheet Metal Workers	495	8/18/59
Monterey			
	Electrical Workers	1072	5/11/60
Norwalk			
	Operative Potters	307	3/24/60
Oakland			
	Insurance Workers	30	3/10/60
Pasadena			
	Barbers Union	603	3/1/60
Redding			
	Lumber & Sawmill Workers	2608	6/28/60
Redwood City			
	Painters	1146	4/14/60
Roseville			
	Locomotive Firemen & Enginemen	58	11/9/59
Sacramento			
	Machinists	33	12/10/59
North Sacramento			
	Municipal Employees	1150	4/29/60
San Andreas			
	United Cement, Lime & Gypsum Wkrs.	57	1/27/60
San Bernardino			
	Locomotive Firemen & Enginemen	314	4/18/60
	Railway Carmen	842	3/7/60
San Francisco			
	Bay Dist. Jt. Council Bldg. Serv. Emp.	2	9/5/59
	Boot & Shoe Workers	320	10/9/59
So. San Francisco			
	Carpet & Linoleum Layers	1235	7/22/59
San Francisco			
	Iron Workers	790	4/18/60
	Marine Staff Officers	—	4/22/60
	Millinery Workers	40	5/2/60
	S.F. Municipal Parks Employees	311	1/13/60
	Sprinkler Fitters	483	7/23/59
	Tile Helpers	7	7/17/59
	Welders	1330	12/22/59
	Western Express Messengers	2034	1/21/60
San Jose			
	Painters	484	7/20/59
San Leandro			
	Glass Bottle Blowers	85	6/8/60
Santa Barbara			
	Hod Carriers & Gen. Laborers	195	3/9/60
Stockton			
	Box Workers	3088	1/11/60
	Locomotive Firemen & Enginemen	794	5/4/60
Sun Valley			
	Rubber Workers	621	6/9/60
Taft			
	Oil, Chemical & Atomic Wkrs.	1-6	9/12/59
Tehachapi			
	United Cement, Lime & Gypsum Wkrs.	52	1/15/60
	United Cement, Lime & Gypsum Wkrs.	291	1/30/60

Locality	Union	Local No.	Date
Torrance			
	State, County & Municipal Empls.	1664	10/22/59
	Torrance School Empls.	1101	10/20/59
Tracy			
	Locomotive Firemen & Enginemen	808	1/8/60
Van Nuys			
	Electrical Workers	2051	10/1/59
	Industrial Union	1662	8/10/59
	San Fernando Valley Employers Guild (Barbers)	54	1/25/60
	Utility Workers	114	7/24/59
Walnut			
	Operative Potters	223	11/3/59

LOCALS MERGED

July 1, 1959 to June 30, 1960

Insurance Workers No. 30, Castro Valley, merged with Ins. Wkrs. No. 30, Oakland.
Operating Engineers No. 509, Decoto, merged with Local No. 39, San Francisco.
Bartenders & Culinary Wkrs. No. 338, El Centro, merged with Culinary Wkrs. No. 535, San Bernardino.
Fire Fighters Assn. No. 1231, merged with No. 1230, Concord.
Fed. Fire Fighters F-9, merged with Fed. Naval Fire Fighters F-15, Alameda.
Fire Fighters Assn. Signal Hill No. 1221, merged with Fire Fighters No. 1014, L.A.
Carpenters & Joiners No. 2148, Gridley, merged with Carpenters No. 1240, Oroville.
Dept. Variety, Specialty Store Empls. No. 777, merged with Retail Clerks No. 770, L.A.
Carpenters & Joiners No. 539, merged with Local 1202, Merced.
Woodworkers Dist. Council No. 13, merged with Council in Portland, Oregon.
Iron Workers (Shopmen) No. 504, merged with Local No. 790, San Francisco.
Insurance Agents No. 52, merged with Insurance Wkrs. No. 73, San Francisco.
Musicians Protective Assn. No. 669, San Francisco, merged with No. 6 San Francisco.
Oil, Chemical & Atomic Wkrs. No. 519, merged with No. 547, El Segundo.
Insurance Workers No. 256, merged with other locals in area.
United Auto Workers No. 406, merged with Local No. 923, Pico Rivera.

LOCALS SUSPENDED

July 1, 1959 to June 30, 1960

Lumber & Sawmill Workers No. 2749	Camino
Utility Workers No. 160-B	Concord
Carpenters & Joiners No. 701	Fresno
Glaziers, & Glass Wkrs. No. 636	Los Angeles
Retail Clerks No. 770	Los Angeles
Glass Bottle Blowers Assn. No. 17	Modesto
Electrical Workers No. 1008	Monrovia
Plumbers & Steamfitters No. 62	Monterey
Communications Wkrs. No. 9572	Pomona
Painters No. 315	Redding
Carpenters & Joiners No. 1343	Redlands
Teachers No. 727	Sacramento
Government Empls. No. 1043	San Fernando
Iron Workers No. 790	San Francisco
Marine Engineers	San Francisco
Northern Calif. Council Government Empls.	San Francisco
Retail Fruit & Vegetable Clerks No. 1017	San Francisco
Textile Workers No. 71	San Francisco
Textile Workers No. 146	San Francisco
Textile Workers No. 1378	San Francisco
Textile Workers No. 158	San Francisco
Operative Potters No. 168	San Jose
Teachers No. 957	San Jose
Communications Workers No. 9510	Santa Ana
Carpet & Linoleum Layers No. 1689	Santa Barbara
Tri County Central Labor Council	Susanville
Lumber & Saw Mill Workers No. 2652	Standard

LOCALS WITHDRAWN FROM AFFILIATION

July 1, 1959 to June 30, 1960

Post Office Clerks No. 543	Long Beach
Communications Workers No. 9507	Inglewood
Auto, Aircraft & Agricultural Citizenship Council	Los Angeles
Communications Workers No. 9501	Los Angeles
Automotive Machinists No. 1887	Marysville
Machinists No. 795	Maywood
Steelworkers Union No. 5415	Norwalk
Steelworkers Union No. 2571	Pittsburg
Communications Workers No. 9508	Riverside
Utility Workers No. 243	San Bernardino
Communications Workers No. 9509	San Diego
Steel, Die & Copper Plate Engravers No. 424	San Francisco

LOCALS DISBANDED

July 1, 1959 to June 30, 1960

Steelworkers Union No. 5525	Alameda
Insurance Agents No. 219	Berkeley
Federal Fire Fighters Ventura Co. F-54	Ojai
Fire Fighters No. 1319	Palo Alto
Federal Fire Fighters (Moffat Field) No. F-36	San Jose
Painters No. 1157	Gilroy
Office Employees No. 305	Los Angeles
Calif. State Hospital Empls. No. 636	Modesto
Sugar Workers No. 20875	Oxnard
Central Labor Council, Tri Counties	Roseville
Calif. State Highway Empls. No. 533	San Bernardino
Transport Service Workers No. 95	San Francisco
Machinists No. 1619	Torran

SUMMARY OF MEMBERSHIP

July 1, 1959 to June 30, 1960

Labor Unions, 7/1/59	1503	
Labor Councils, 7/1/59	164	
TOTAL		1667
Labor Unions affiliated to 6/30/60	70	
Labor Councils affiliated to 6/30/60	2	
		72
TOTAL		1739

MERGERS, SUSPENSIONS, WITHDRAWALS, ETC., JULY 1, 1959 TO JUNE 30, 1960

Mergers		
Labor Unions	15	
Labor Councils	1	
Suspensions		
Labor Unions	26	
Labor Councils	1	
Withdrawals, Disbandments, etc.		
Labor Unions	24	
Labor Councils	1	
TOTAL UNIONS	65	
TOTAL COUNCILS	3	68
Labor Unions, June 30, 1960	1508	
Labor Councils, June 30, 1960	163	
TOTAL		1671

REPORT OF THE AUDITORS

San Francisco, July 19, 1960

California Labor Federation, AFL-CIO
995 Market Street
San Francisco, California

Gentlemen:

We have examined the statement of cash and deposits of the California Labor Federation, AFL-CIO as of June 30, 1960, and the related statement of cash receipts and disbursements for the fiscal year ended June 30, 1960.

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.

Funds transferred to Occidental Life Insurance Company of California to administer and provide pension and disability benefits to officers and employees of the Federation are not included in the Federation's records and therefore are not shown in the statements of this report. We have received confirmation of the changes in the deposit accumulation fund of the pension plan administered by Occidental Life Insurance Company of California as of June 30, 1960. An analysis of the changes in this fund for the fiscal year ended June 30, 1960 follows:

Balance, July 1, 1959		$301,607.78
Add:		
Interest earned		7,903.49
		$309,511.27
Deduct:		
Disability payments to C. A. Hines	$ 2,430.84	
Purchase of annuity for C. J. Haggerty	155,238.77	
		157,669.61
Balance, June 30, 1960		$151,841.66

The purchase of the annuity for C. J. Haggerty, retired Secretary-Treasurer, was authorized by the Executive Council on March 4, 1960. The application filed with the Internal Revenue Service requesting tax exempt status for the pension plan has been approved.

Cash receipts as recorded were found to have been deposited regularly in the bank. Disbursements were evidenced by paid cancelled checks on file which we compared with the cash book entries as to payee and amounts, and scrutinized as to signatures and endorsements. Disbursements from the checking account were either supported by voucher, or approved for payment by the Secretary-Treasurer. The classification as to detail 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 fiscal year ended June 30, 1960. Balances on deposit in commercial and savings accounts were confirmed by correspondence with the depositaries.

The office cash fund was counted and found to be in order.

Surety bonds in effect at June 30, 1960 were as follows:

Thomas L. Pitts, Secretary-Treasurer	$10,000.00
David M. Boring, Accountant - Office Manager	10,000.00

The accounts of the Federation are maintained on a cash basis; no effect has been given in these statements to income accrued but uncollected at June 30, 1960, 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.

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 recorded cash transactions of the

California Labor Federation, AFL-CIO for the fiscal year ended June 30, 1960, and the cash balances on deposit at June 30, 1960, 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 Deposits—June 30, 1960.

Exhibit B—Statement of Cash Receipts and Disbursements—Fiscal Year Ended June 30, 1960.

Schedule 1—Detail of Per Capita Receipts and Affiliation Fees—Fiscal Year Ended June 30, 1960.

Schedule 2—Detail of Disbursements—Fiscal Year Ended June 30, 1960.

Very truly yours,
Skinner & Hammond
Certified Public Accountants

EXHIBIT A—STATEMENT OF CASH AND DEPOSITS
June 30, 1959

	TOTAL	GENERAL FUND	PAYROLL TAX FUND
CASH ON HAND AND ON DEPOSIT:			
Office fund	$ 300.00	$ 300.00	
Bank of America N.T. & S.A., Humboldt Branch:			
Commercial account	90,889.67	87,981.39	$2,908.28
Savings account No. 29961	86,967.10	86,967.10	
Crocker-Anglo National Bank:			
Savings account No. 5355	12,850.34	12,850.34	
Savings account No. 20320	58,715.82	58,715.82	
The Hibernia Bank:			
Savings account No. 717-952	8,200.10	8,200.10	
Total	$257,923.03	$255,014.75	$2,908.28
CASH DEPOSITS WITH AIRLINES	850.00	850.00	
TOTAL CASH AND DEPOSITS	$258,773.03	$255,864.75	$2,908.28

SUMMARY OF CHANGES IN FUND BALANCES DURING THE FISCAL YEAR ENDED JUNE 30, 1960

	TOTAL	GENERAL FUND	PAYROLL TAX FUND	"RIGHT TO WORK" DEFENSE FUND
BALANCES AT JUNE 30, 1959	$166,888.59	$159,095.54	$ —	$ 7,793.05
Add:				
Transfer balance in "Right to Work" Defense Fund to General Fund		7,793.05		(7,793.05)
Excess of cash receipts over cash disbursements fiscal year ended June 30, 1960—Exhibit B	88,976.16	88,976.16		
Transfers from General Fund	2,908.28		2,908.28	
Balances at June 30, 1960	$258,773.03	$255,864.75	$2,908.28	—

This statement is subject to the note appearing on the following page.

NOTE TO FINANCIAL STATEMENTS
June 30, 1960

By resolution adopted by the Executive Council on March 4, 1960, Mr. J. C. Haggerty, retiring Secretary-Treasurer, was awarded the 1960 Cadillac automobile previously used by him while in office in recognition of his many services rendered during his tenure in office.

EXHIBIT B—STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
Fiscal Year Ended June 30, 1960

CASH RECEIPTS:		
Per capita receipts and affiliation fees—Schedule 1	$479,985.67	
Refund of pro rata expense from California Labor Council on Political Education	12,000.00	
Entrance fees, Labor Law Conference and Labor Press Conference	3,639.20	
Interest earned on savings accounts	2,685.76	
Miscellaneous receipts and refunds	7,800.01	
Total Cash Receipts		$506,110.64
CASH DISBURSEMENTS:		
Salaries — executives	$ 66,818.09	
Expenses and allowances:		
Executives	38,536.69	
Geographical vice-presidents	15,952.68	
At large vice-presidents	4,428.19	
General office salaries	79,805.79	
Organizing expenses	11,004.26	
Convention expenses	43,259.94	
Labor Law Conference and Labor Press Conference	2,421.24	
Conference expenses	5,219.26	
Legislative expenses	11,152.96	
Legal expenses	23,859.75	
Insurance expense	5,867.05	
Accounting fees	4,275.00	
Automobile expenses	1,009.43	
Automobile purchases	13,130.06	
Contributions	5,186.21	
Library expenses	2,907.12	
Maintenance expenses	2,004.07	
Newsletters, advertisements, etc.	14,425.73	
Office rent	17,840.00	
Printing	6,649.64	
Public relations	3,876.42	
Postage and mailing	7,447.18	
Services	546.21	
Furniture, fixtures, and equipment	1,170.11	
Stationery and supplies	5,470.93	
Taxes	4,522.11	
Telephone and telegraph	11,388.36	
General expenses	2,960.00	
Scholarships	1,500.00	
"Right to Work" Defense Fund expenses	2,500.00	
Total Cash Disbursements—Schedule 2		417,134.48
EXCESS OF CASH RECEIPTS OVER CASH DISBURSEMENTS FOR THE FISCAL YEAR ENDED JUNE 30, 1960 — Exhibit A		$ 88,976.16

Schedule 1—Detail of Per Capita Receipts and Affiliation Fees
Fiscal Year Ended June 30, 1960

ALAMEDA	
Carpenters No. 194	$ 94.55
Steelworkers No. 1441	160.00
Steelworkers No. 5525	14.70
ALHAMBRA	
Communications Workers No. 9505	645.40
Electrical Workers No. 47	300.00
ALVARADO	
Sugar Refinery Workers No. 20630	101.88
ANAHEIM	
Barbers of Anaheim No. 766	24.00
Carpenters and Joiners No. 2203	1,167.45
I. U. Electrical Workers No. 1505	48.85

ANDERSON
Woodworkers No. 433 ..... 325.90

ANTIOCH
Carpenters and Joiners No. 2038 ..... 121.25
Paper Makers No. 330 ..... 37.50
Paper Makers No. 606 ..... 61.35
Pulp, Sulphite and Paper Mill Workers No. 249 ..... 55.00
Pulp, Sulphite and Paper Mill Workers No. 713 ..... 60.00
Rubber Workers No. 60 ..... 88.60

ARCADIA
Horseshoers No. 12 ..... 30.00

ARCATA
Lumber and Sawmill Workers No. 2808 ..... 322.50
Plywood and Veneer Workers No. 2789 ..... 264.95

AUBURN
DeWitt State Hospital Employees No. 630 ..... 20.00
Tri-Counties Building and Construction Trades Council..... 12.00

AVALON
Painters No. 1226 ..... 24.00

AZUSA
Chemical Workers No. 112 ..... 32.00

BAKERSFIELD
Barbers No. 317 ..... 79.45
Bookbinders No. 117 ..... 24.00
Building and Construction Trades Council 12.00
Butchers No. 193 ..... 270.00
Carpenters and Joiners No. 743 665.75
Central Labor Council 12.00
Communications Workers No. 9416 ..... 228.90
Cooks and Waiters No. 550 ..... 900.00
Electrical Workers No. 428 ..... 255.00
Hod Carriers and Common Laborers No. 220 ..... 440.00
Lathers No. 300 ..... 21.00
Machinists No. 139 ..... 49.60
Machinists No. 5 ..... 59.90
Newspaper Guild No. 202..... 28.00
Oil, Chemical and Atomic District Council 12.00
Oil, Chemical and Atomic Workers No. 19 ..... 392.65
Painters No. 314 ..... 144.00
Plasterers and Cement Finishers No. 191 ..... 129.45
Plumbers and Steamfitters No. 460 ..... 135.65
Post Office Clerks No. 472 ..... 43.60
Retail Clerks No. 137 ..... 420.00
Sheet Metal Workers No. 152.... 57.95
Transport Workers No. 3005..... 81.35
Typographical No. 439 ..... 53.55
Utility Workers No. 170 ..... 17.70

BARSTOW
Local Federation Council Railway Employees No. 120.. 12.00
Machinists No. 706 ..... 179.05
Theatrical Stage and Motion Picture Operators No. 730..... 24.00

BELL
American Federation of Grain Millers No. 79 ..... 127.20
I. U. Electrical Workers No. 1501 ..... 121.90
I. U. Electrical Workers No. 1504 ..... 27.30
Steelworkers No. 2018 ..... 1,427.95
Steelworkers No. 3941 ..... 190.35
United Auto Workers No. 230.... 1,325.55

BELL GARDENS
Rubber Workers No. 417 ..... 74.55

BELLFLOWER
Rubber Workers No. 476 ..... 28.50
Steelworkers No. 4670 ..... 489.85

BENICIA
Machinists No. 1687 ..... 122.50

BERKELEY
Insurance Agents No. 219 ..... 12.00
Meat Cutters and Butchers No. 526 ..... 50.20
Painters No. 40 ..... 234.20
Teachers No. 1078 ..... 30.00
United Auto Workers No. 567.... 24.00

BETTERAVIA
Sugar Refinery Workers No. 20884 ..... 130.50

BIJOU
Carpenters No. 1789 ..... 151.85

BISHOP
Painters and Decorators No. 1688 ..... 24.00

BLOOMINGTON
Steelworkers No. 4155 ..... 79.55

BORON
Chemical Workers No. 85..... 448.05

BRAWLEY
Beet Sugar Refinery Workers No. 24257 ..... 108.50

BREA
Rubber Workers No. 490 ..... 170.70

BURBANK
Machinists No. 1600 ..... 1,677.65
Plasterers No. 739 ..... 323.05
Teachers No. 1323 ..... 24.15

BURNEY
Woodworkers No. 269 ..... 103.15

CAMINO
Woodworkers No. 286 ..... 24.65

CASTRO VALLEY
Insurance Workers No. 30..... 18.40

CHESTER
Lumber and Sawmill Workers No. 3074 ..... 188.20

CHICO
Barbers No. 354 ..... 24.00
Building and Construction Trades Council 13.00
Carpenters and Joiners No. 2043 ..... 125.85
Carpenters and Joiners No. 2838 ..... 81.55
Lathers No. 156 ..... 29.50
Machinists and Mechanics No. 1853 ..... 129.30
Millmen No. 1495 ..... 455.57
Musicians No. 508 ..... 40.35
Pipe Trades District Council No. 36 ..... 12.00
Plasterers and Cement Masons No. 836 ..... 25.40
Plumbers and Steamfitters No. 607 ..... 58.25
Retail Clerks No. 17 ..... 30.00
Typographical No. 667 ..... 24.00

CHULA VISTA
Motion Picture Projectionists No. 761 ..... 24.00

CLARKSBURG
Beet Sugar Operators No. 20717 ..... 82.15

CLEVELAND, OHIO
California Legislative Board of Brotherhood of Railroad Trainmen 14.00
Railroad Trainmen No. 71 ..... 144.00
Railroad Trainmen No. 74 ..... 196.05
Railroad Trainmen No. 78 ..... 233.55
Railroad Trainmen No. 236 ..... 33.75
Railroad Trainmen No. 278 ..... 116.40
Railroad Trainmen No. 321 ..... 26.40
Railroad Trainmen No. 340 ..... 159.75
Railroad Trainmen No. 367 ..... 52.50
Railroad Trainmen No. 385 ..... 93.30
Railroad Trainmen No. 390 ..... 229.95
Railroad Trainmen No. 406 ..... 163.35
Railroad Trainmen No. 408 ..... 6.15
Railroad Trainmen No. 420 ..... 67.35
Railroad Trainmen No. 430 ..... 141.15
Railroad Trainmen No. 448 ..... 439.05
Railroad Trainmen No. 458 ..... 94.65
Railroad Trainmen No. 465 ..... 293.10
Railroad Trainmen No. 472 ..... 26.55
Railroad Trainmen No. 566 ..... 81.15
Railroad Trainmen No. 653 ..... 52.80
Railroad Trainmen No. 677 ..... 66.85
Railroad Trainmen No. 687 ..... 38.25
Railroad Trainmen No. 729 ..... 24.45
Railroad Trainmen No. 739 ..... 70.20
Railroad Trainmen No. 744 ..... 11.40
Railroad Trainmen No. 812 ..... 45.00
Railroad Trainmen No. 817 ..... 23.85
Railroad Trainmen No. 841 ..... 70.95
Railroad Trainmen No. 843 ..... 72.00
Railroad Trainmen No. 849 ..... 30.30
Railroad Trainmen No. 850 ..... 47.25
Railroad Trainmen No. 871 ..... 88.65
Railroad Trainmen No. 876 ..... 32.10
Railroad Trainmen No. 912 ..... 277.20
Railroad Trainmen No. 947 ..... 32.70
Railroad Trainmen No. 970 ..... 81.45
Railroad Trainmen No. 980 ..... 42.75
Railroad Trainmen No. 994 ..... 21.75
Railroad Trainmen No. 1001..... 33.45
Railroad Trainmen No. 1003..... 63.90
Railroad Trainmen No. 1017..... 48.45
Railroad Trainmen No. 1019..... 11.85
Railroad Trainmen No. 1032..... 19.80
Railroad Trainmen No. 1036..... 89.10
Railroad Trainmen No. 1042..... 60.15
Railroad Trainmen No. 1046..... 48.30
Railroad Trainmen No. 1060..... 22.50
Railroad Trainmen No. 1073..... 62.10
Railroad Trainmen No. 1082..... 12.30
Railroad Trainmen No. 1095..... 64.65
Railroad Trainmen No. 1111..... 12.45
Railroad Trainmen No. 1116..... 10.80

COLMA
Cemetery Workers and Greens Attendants No. 265 ..... 83.75

COLTON
Cement Masons No. 97 ..... 129.60
Operative Potters No. 226 ..... 120.00
Steelworkers No. 5647 ..... 49.50
United Cement, Lime and Gypsum Workers No. 89 ..... 130.10

COMPTON
Carpenters and Joiners No. 1437 ..... 735.55

CONCORD
Communications Workers No. 9402 ..... 224.40
Machinists No. 1173 ..... 305.75
National Postal Transport Association, 8th Division 12.00
Utility Workers No. 160-B 11.45

CORONA
Brick and Clay Workers No. 674 ..... 64.75
Carpenters No. 2048 ..... 65.25
Glass Bottle Blowers No. 192.... 100.35
Glass Bottle Blowers No. 254.... 24.00

CORONADO
Masters, Mates and Pilots No. 12 ..... 24.00

COVINA
Communications Workers No. 9579 ..... 283.85

CROCKETT
Sugar Refinery Workers No. 20037 ..... 726.20

CULVER CITY
Stove Mounters No. 68 ..... 210.20

CUPERTINO
United Cement, Lime and Gypsum Workers No. 100 ..... 84.20

DALY CITY
North County School District Employees No. 377 ..... 23.00

DAVENPORT
United Cement, Lime and Gypsum Workers No. 46 ..... 66.00

DIAMOND SPRINGS
United Cement, Lime and Gypsum Workers No. 158 ..... 24.90

DOWNEY
Communications Workers No. 9595 ..... 422.65
Rubber Workers No. 451 ..... 208.90
Rubber Workers No. 171 ..... 145.15

DUNSMUIR
Locomotive Firemen and Enginemen No. 312 ..... 24.40

EAST SAN GABRIEL VALLEY
Barbers No. 835 ..... 2.55

EDWARDS
Government Employees No. 1406 ..... 73.90

EL CAJON
Carpenters and Joiners No. 2398 ..... 501.35

EL CENTRO
Bartenders and Culinary Workers No. 338 ..... 32.50
Building and Construction Trades Council 12.00
Central Labor Council 12.00
Painters No. 313 ..... 25.30
Theatrical Stage Employees No. 656 ..... 24.00

EL CERRITO
Operative Potters No. 165 ..... 87.50
Teachers No. 866 ..... 118.20

EL MONTE
Carpenters and Joiners No. 1507 ..... 1,215.35
Chemical Workers No. 78 ..... 91.15
Glass Bottle Blowers No. 39 ..... 68.05
Glass Bottle Blowers No. 200 ..... 20.00
Hod Carriers and General Laborers No. 1082 ..... 870.65
Painters No. 254 ..... 383.60

EL SEGUNDO
Oil, Chemical and Atomic Workers No. 547 ..... 456.10
Transport Workers No. 502 ..... 240.00

ELK CREEK
Carpenters and Joiners No. 2688 ..... 47.25

EMERYVILLE
Oil, Chemical and Atomic Workers No. 589 ..... 240.00
Steelworkers No. 1304 ..... 520.55

EUREKA
Bakers No. 195 ..... 32.10
Barbers No. 431 ..... 46.45
Bartenders No. 318 ..... 99.20
Building and Construction Trades Council 6.00
Butchers No. 445 ..... 30.00
Central Labor Council 12.00
Cooks and Waiters No. 220 ..... 248.95
Hospital and Institutional Workers No. 327 ..... 43.20
Laborers No. 181 ..... 162.00
Lathers No. 450 ..... 24.00
Laundry Workers No. 156 ..... 25.70
Lumber and Sawmill Workers No. 2592 ..... 402.90
Machinists No. 540 ..... 131.80
Motion Picture Operators No. 430 ..... 44.00
Municipal Employees No. 54 ..... 26.00
Painters No. 1034 ..... 69.55
Plasterers and Cement Finishers No. 481 ..... 16.60
Plumbers No. 471 ..... 22.20
Plywood and Veneer Workers No. 2931 ..... 161.90
Redwood District Council of Lumber and Sawmill Workers 12.00
Retail Clerks No. 541 ..... 18.95
Typographical No. 207 ..... 30.00

FRESNO—FIRE FIGHTERS
Federal Naval Fire Fighters No. F-15 ..... 28.55
Fire Fighters Association No. 689 ..... 45.00
Kern County Fire Fighters Association No. 1301 ..... 65.95
Fire Fighters Association No. 1227 ..... 110.30
Federated Fire Fighters of California 13.00
Fire Fighters Association No. 778 ..... 41.30
Fire Fighters of Ventura County No. 1364 ..... 5.00
Fire Fighters Association of China Lake No. F-32 ..... 26.00
Fire Fighters Association No. 1359 ..... 9.00
Fire Fighters Association of Contra Costa No. 1230 ..... 46.05
Fire Fighters Association No. 652 ..... 26.30
Fire Fighters No. 1274 ..... 26.00
Fire Fighters Association No. 753 ..... 140.20
Fresno County Fire Fighters Association No. 1180 ..... 26.00
Fire Fighters Association No. 776 ..... 26.00
Fire Fighters Association No. 1231 ..... 22.10

Fire Fighters Association No. F-21	26.00
Fire Fighters Association No. 1225	20.00
Federal Fire Fighters No. F-58	26.00
Fire Fighters Association No. 372	218.15
Fire Fighters Association No. 1167	26.00
Fire Protection District Fire Fighters (Los Angeles Co.) No. 1014	649.75
Fire Fighters Association of Santa Clara County No. 1165	36.35
Federal Fire Fighters Association No. F-48	26.00
Fire Fighters Association No. 1289	26.00
Fire Fighters Association No. 1353	15.00
Federal Fire Fighters—Bay Area Alameda Medical Depot No. F-9	12.00
Fire Fighters Association No. 55	429.75
Federal Fire Fighters Ventura County No. F-54	4.00
Fire Fighters No. 1319	12.00
Fire Fighters Association No. 1154	16.00
Fire Fighters Association No. 809	83.25
Federal Fire Fighters Flight Test Center No. F-53	36.40
Fire Fighters No. 1354	11.00
Fire Fighters Association No. 188	86.35
Federal Fire Fighters Sacramento Area No. F-57	26.00
Fire Fighters Association No. 522	120.35
Fire Fighters No. 1270	26.00
Fire Fighters Association No. 891	71.25
Federal Fire Fighters San Diego Area No. F-33	30.65
Fire Fighters Association No. 145	280.70
Federal Naval Fire Fighters San Francisco Naval Shipyard No. F-52	26.00
Federal Fire Fighters No. F-36	16.00
Fire Fighters Association No. 873	130.35
International Fire Fighters No. 1136	26.00
Fire Fighters Association No. 1171	26.00
Fire Fighters Association No. 1109	55.25
Fire Fighters Association of Seaside No. 1218	26.00
Fire Fighters Association of Signal Hill No. 1221	4.00
Fire Fighters No. 810	36.75
Fire Fighters Association No. 1229	84.35
Fire Fighters Association of San Joaquin County No. 1243	26.00
Fire Fighters Association No. 1138	45.95
Fire Fighters Association No. 1186	49.85
Fire Fighters of Santa Cruz County No. 1272	24.00
FAIRFIELD	
Communications Workers No. 9422	59.25
FEATHER FALLS	
Lumber and Sawmill Workers No. 2801	118.75
FONTANA	
Steelworkers No. 2869	2,168.50
Steelworkers No. 3677	251.25
Steelworkers No. 4954	29.85
Steelworkers No. 5632	76.50
FORT BRAGG	
Carpenters and Joiners No. 1376	25.55
FRESH POND	
Lumber and Sawmill Workers No. 2561	66.50
FRESNO	
Bakers No. 43	240.00
Barbers and Beauticians No. 333	91.95
Bricklayers No. 1	74.25
Building and Construction Trades Council	12.00
Building Service Employees No. 110	136.95
Butchers No. 126	300.00
Carpenters No. 701	384.35
Central Labor Council	12.00
Chemical Workers No. 97	136.65
City School Employees No. 1206	53.70
Cooks No. 230	201.75
Culinary, Bartenders and Hotel Service Workers No. 62	600.00
Electrical Workers No. 100	78.00
Hod Carriers and Common Laborers No. 294	694.60
Iron Workers No. 155	120.00
Iron Workers No. 624	36.00
Lathers No. 83	24.00
Machinists No. 653	480.00
Machinists No. 1309	480.00
Millmen No. 1496	150.00
Motion Picture Operators No. 599	24.00
Motor Coach Operators No. 1027	41.60
Office Employees No. 69	24.00

Plasterers and Cement Finishers No. 188 ..... 130.40
Plumbers and Steamfitters No. 246 ..... 322.00
Post Office Employees No. 1 ..... 87.55
Printing Pressmen No. 159 ..... 24.00
Railway Carmen No. 805 ..... 20.40
Retail Food, Drug and Liquor Clerks No. 1288 ..... 671.00
Sheet Metal Workers No. 252 ..... 120.50
Sign Painters No. 966 ..... 30.00
Theatrical Stage Employees No. 158 ..... 24.00
Tile Layers No. 23 ..... 33.65
Typographical No. 144 ..... 84.00
Winery and Distillery Workers No. 45 ..... 150.00

FULLERTON

Flat Glass Workers No. 187 ..... 36.40

GARDENA

Rubber Workers No. 433 ..... 35.70
Steelworkers No. 2273 ..... 58.45
Utility Workers No. 389 ..... 205.20

GILROY

Painters No. 1157 ..... 10.00

GLENDALE

Barbers No. 606 ..... 46.82
Brick and Clay Workers No. 674 ..... 24.00
Brick and Clay Workers No. 774 ..... 568.05
Brick and Clay Workers No. 820 ..... 180.32
Carpenters and Joiners No. 563 ..... 797.10
Cement Finishers No. 893 ..... 281.30
Painters No. 713 ..... 384.90
Plumbers and Pipe Fitters No. 761 ..... 560.95
Post Office Clerks No. 841 ..... 66.95
Printing Pressmen No. 107 ..... 24.00
Typographical No. 871 ..... 30.00
Utility Workers No. 168 ..... 66.85

GRASS VALLEY

Bartenders and Culinary Workers No. 368 ..... 431.90
Carpenters and Joiners No. 1903 ..... 82.05

GREENVILLE

Lumber and Sawmill Workers No. 2647 ..... 127.50

GRIDLEY

Carpenters and Joiners No. 2148 ..... 14.00

HANFORD

Carpenters and Joiners No. 1043 ..... 128.25

HAYWARD

Brewery Workers No. 293 ..... 66.95
Carpenters and Joiners No. 1622 ..... 600.00
Communications Workers No. 9412 ..... 140.50
Culinary Workers and Bartenders No. 823 ..... 1,289.75
Glass Bottle Blowers No. 53 ..... 175.55
Painters and Decorators No. 1178 ..... 329.55
Steelworkers No. 5004 ..... 62.75

HERCULES

Oil, Chemical and Atomic Workers No. 587 ..... 128.75

HOLLYWOOD

Actors' Equity Association 141.00
Affiliated Property Craftsmen No. 44 ..... 1,200.00
American Federation of Television and Radio Artists 180.00
American Guild of Musical Artists 42.00
Broadcast, Television and Recording Engineers No. 45 ..... 240.00
Building Service Employees No. 278 ..... 239.75
Carpenters and Joiners No. 1052 ..... 860.45
Film Technicians (Theatrical Stage Employees) No. 683 ..... 1,487.45
Hollywood AFL Film Council 12.00
Hollywood Painters No. 5 ..... 452.95
Machinists No. 1185 ..... 90.00
Make-up Artists No. 706 ..... 132.60
Motion Picture Costumers No. 705 ..... 156.00
Motion Picture Crafts Service No. 727 ..... 90.00
Motion Picture Film Editors No. 776 ..... 504.00
Motion Picture Photographers No. 659 ..... 195.00
Motion Picture Screen Cartoonists No. 839 ..... 252.50
Motion Picture Set Painters No. 729 ..... 159.00
Motion Picture Sound Technicians No. 695 ..... 180.00
Motion Picture Studio Art Craftsmen No. 790 ..... 30.00
Motion Picture Studio Cinetechnicians No. 789 ..... 296.55
Motion Picture Studio Electrical Technicians No. 728 ..... 300.00
Motion Picture Studio First-Aid Employees No. 767 ..... 42.40
Motion Picture Studio Projectionists No. 165 ..... 176.70
National Broadcast Employees No. 53 ..... 473.55
Office Employees No. 174 ..... 532.65
Plasterers and Cement Finishers No. 755 ..... 78.00
Post Office Clerks No. 1256 ..... 43.50
Publicists No. 818 ..... 198.84
Scenic Artists No. 816 ..... 124.60

Screen Actors Guild	3,000.00
Screen Extras Guild, Inc	1,800.00
Script Supervisors No. 871	84.75
Set Designers and Model Makers No. 847	45.00
Story Analysts No. 854	37.20
Studio Carpenters No. 946	239.80
Studio Electricians No. 40	180.00
Studio Grips No. 80	180.00
Studio Utility Employees No. 724	421.65
United Auto Workers No. 179	1,267.65
HONOLULU	
Central Labor Council	12.00
Hotel, Restaurant Employees and Bartenders No. 5	67.60
HUNTINGTON BEACH	
Rubber Workers No. 393	301.65
HUNTINGTON PARK	
Allied Industrial Workers No. 990	180.00
Furniture Workers No. 1010	180.00
Glass Bottle Blowers No. 100	49.00
Glass Bottle Blowers No. 114	98.75
Glass Bottle Blowers No. 141	24.00
Glass Bottle Blowers No. 146	165.00
Machinists No. 1571	533.40
Operative Potters No. 201	102.00
Painters No. 95	282.85
Steelworkers No. 1845	619.95
INGLEWOOD	
Carpenters No. 2435	803.15
Communications Workers No. 9507	304.70
Painters and Decorators No. 1346	382.20
IONE	
Brick and Clay Workers No. 750	24.00
KLAMATH	
Lumber and Sawmill Workers No. 2505	234.40
LA JOLLA	
Carpenters and Joiners No. 1358	196.25
LAKEWOOD	
Insurance Workers No. 83	100.00
Rubber Workers No. 357	62.25
LA MESA	
National Broadcast Employees No. 54	27.40
LANCASTER	
Barbers No. 699	25.00
LIVERMORE	
Chemical Workers No. 422	15.95
LODI	
American Federation of Grain Millers No. 59	176.90
Carpenters and Joiners No. 1418	115.45
LOMPOC	
Barbers No. 363	11.00
Chemical Workers No. 146	178.15
LONG BEACH	
Asbestos Workers No. 20	24.00
Barbers No. 622	60.90
Bartenders No. 686	579.90
Bricklayers No. 13	150.00
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 710	809.10
Cement Finishers No. 791	155.00
Chemical Workers No. 1	176.00
Chemical Workers No. 255	221.55
City Employees No. 112	136.00
Communications Workers No. 9571	608.95
Culinary Alliance No. 681	2,730.00
Dry Dock and Ordinance Painters No. 1501	34.20
Hod Carriers and Common Laborers No. 507	1,424.50
Lathers No. 172	130.00
Lifeguards No. 1292	30.60
Machinists No. 1235	300.00
Machinists No. 1785	134.70
Motion Picture Projectionists No. 521	40.20
Musicians Association No. 353	60.00
Oil, Chemical and Atomic Workers No. 128	3,395.65
Painters No. 256	453.30
Plasterers and Cement Finishers No. 343	147.85
Plumbers and Steamfitters No. 494	354.30
Printing Pressmen No. 285	37.25
Retail Clerks No. 324	2,520.00
Rig Builders No. 1458	75.45
Roofers No. 72	47.95
Sheet Metal Workers No. 402	330.00
Sheet Metal Workers No. 502	35.30
State Council of Culinary Workers, Bartenders and Hotel Employees	12.00
Steelworkers No. 5038	105.60
Stereotypers No. 161	26.00
Teachers No. 1263	28.40
Typographical No. 650	100.00
United Auto Workers No. 148	6,940.95
United Auto Workers No. 805	461.05
United Cement, Lime and Gypsum Workers No. 59	93.35
Utility Workers No. 246	215.60
LOS ANGELES	
Advertising and Public Relations Employees No. 518	29.25
American Flint Glass Workers No. 139	111.00

American Guild of Variety Artists	165.00
Asbestos Workers No. 5	180.00
Auto, Aircraft and Agricultural Citizenship Council	8.00
Auto-Marine-Production Finishers Equipment Maintenance and Public Service Painters No. 1798	240.00
Bakers No. 453	166.25
Barbers No. 295	421.40
Bartenders No. 284	1,147.40
Beauticians No. 295-A	24.00
Bill Posters and Billers No. 32	63.00
Boilermakers No. 92	440.00
Boilermakers, Iron Shipbuilders, Blacksmiths, and Forgers No. 1212	78.00
Bookbinders No. 63	360.00
Brewery and Distillery Workers No. 7	13.00
Bricklayers No. 2	247.50
Brick and Clay Workers No. 661	73.20
Building Service Employees No. 193	30.00
Bus Drivers No. 1222	116.50
Cabinet Makers and Millmen No. 721	1,408.20
California State Association of Electrical Workers	12.00
Cap Makers No. 22	27.50
Carpenters and Joiners No. 25	834.10
Carpenters and Joiners No. 929	514.45
Carpenters and Joiners No. 1497	971.35
Carpenters and Joiners No. 1976	303.05
Carpet, Linoleum and Soft Tile Workers No. 1247	987.70
Cement Masons No. 627	679.05
Chemical Workers No. 11	396.00
Chemical Workers No. 350	33.15
Chemical Workers No. 452	281.65
Child Welfare Workers No. 816	24.00
Cleaners, Dryers and Pressers No. 268	165.00
Cloak Makers No. 55	720.00
Cloak Makers No. 58	420.00
Clothing Workers No. 55-D	250.00
Clothing Workers No. 81	24.00
Clothing Workers No. 278	862.00
Clothing Workers No. 297	24.00
Clothing Workers No. 372	115.00
Clothing Workers No. 408	225.00
Commercial Telegraphers No. 48	135.00
Communications Workers No. 9590	593.50
Cooks No. 468	1,500.00
Council of Federated Municipal Crafts	12.00
Dental Technicians No. 100	60.00
Department, Variety, Specialty Store Employees No. 777	504.20
Dining Car Employees No. 582	180.00
District Council of Brick and Clay Workers No. 11	12.00
District Council of Carpenters	12.00
District Council of Chemical Workers No. 5	12.00
District Council of Machinists No. 94	12.00
District Council of Painters No. 36	12.00
Electrical Workers No. 11	3,000.00
Electrical Workers No. B-18	450.00
Electrical Workers No. 1710	300.00
Electrotypers No. 137	43.65
Elevator Constructors No. 18	99.12
Film Exchange Employees No. 61-B	75.85
Fire Fighters Association of Los Angeles No. 748	590.85
Glass Bottle Blowers No. 19	192.65
Glass Bottle Blowers No. 122	30.00
Glass Bottle Blowers No. 125	160.00
Glass Bottle Blowers No. 129	32.80
Glass Workers No. 636	60.85
Gunite Workers No. 345	240.55
Hardwood Floor Workers No. 2144	407.50
Health Workers No. 1036	28.45
Hod Carriers and Common Laborers No. 300	3,000.00
Hod Carriers and Common Laborers No. 696	69.35
Hotel Service Employees No. 765	600.00
House, Building and General Movers No. 923	114.00
Insurance Agents No. 86	235.93
Iron Workers (Shopmen) No. 509	420.00
I. U. Electrical Workers No. 850	120.50
I. U. Electrical Workers No. 854	191.30
I. U. Electrical Workers No. 1503	103.80
I. U. Electrical Workers No. 1511	35.05
I. U. Electrical Workers No. 1514	27.55
Jewelry Workers No. 23	210.00
Joint Board of Amalgamated Clothing Workers	12.00
Joint Executive Board Culinary Workers	13.00
Joint Executive Conference Electrical Workers of Southern California	24.00
Ladies Garment Workers No. 84	180.00

Ladies Garment Workers No. 96	220.00
Ladies Garment Workers No. 97	180.00
Ladies Garment Workers No. 96-C	55.00
Ladies Garment Workers No. 451	165.00
Ladies Garment Workers No. 482	123.75
Ladies Garment Workers No. 483	90.00
Ladies Garment Workers No. 496	123.75
Ladies Garment Workers No. 497	300.00
Ladies Garment Workers No. 512	60.00
Lathers No. 42	149.50
Lathers No. 42-A	502.95
Leather Goods, Plastics and Novelty Workers No. 64	72.50
Los Angeles Allied Printing Trades Council	12.00
Los Angeles Building and Construction Trades Council	12.00
Los Angeles City Employees No. 119	24.00
Los Angeles County Employees No. 187	28.55
Los Angeles County Federation of Labor	22.00
Los Angeles County Guards No. 790	59.45
Los Angeles County Mechanical Supervisory Employees No. 180	24.00
Los Angeles County Park and Recreation Department Employees No. 517	166.55
Los Angeles County Probation Officers No. 685	132.00
Los Angeles County Superior Court Clerks No. 575	51.95
Los Angeles Water Department and Power Employees No. 233	26.00
Los Angeles Editorial Association No. 21241	104.90
Los Angeles Union Label Council	29.00
Lumber and Sawmill Workers No. 2288	1,655.15
Machinists No. 311	2,041.25
Machinists No. 1186	1,500.00
Mailers No. 9	261.00
Meat Cutters No. 421	1,375.00
Metal Polishers No. 67	36.00
Metal Trades Council Southern California	12.00
Millwrights No. 1607	307.95
Miscellaneous Employees No. 440	1,797.55
Miscellaneous Foremen and Public Works Superintendents No. 413	65.95
Moulders and Foundry Workers No. 374	84.00
Motion Picture Projectionists No. 150	362.20
Musicians No. 47	1,200.00
National Postal Transport Association	24.00
Newspaper Guild No. 69	623.85
Newspaper Pressmen No. 18	228.00
Office Employees No. 30	727.65
Office Employees No. 305	9.00
Offset Workers Printing Pressmen and Assistants No. 78	330.00
Operating Engineers No. 12	6,120.00
Ornamental Iron Workers No. 792	60.15
Pacific Southwest District Council of Government Employees	12.00
Packinghouse Workers District Council No. 4	12.00
Packinghouse Workers No. 200	164.30
Painters No. 116	447.60
Painters No. 434	165.70
Painters No. 1348	120.00
Paper Handlers No. 3	65.00
Paper Makers No. 208	89.45
Paper Makers No. 349	64.55
Paper Workers No. 1400	103.40
Pari-Mutuel Employees Guild No. 280	180.00
Pattern Makers Association	44.00
Photo Engravers No. 32	357.60
Plasterers No. 2	400.00
Plumbers No. 78	1,534.40
Post Office Clerks No. 64	168.20
Printing Specialties and Paper Converters No. 388	600.00
Provision House Workers No. 274	1,800.00
Public Service Carpenters No. 2231	37.10
Pulp, Sulphite, and Paper Mill Workers No. 266	120.00
Pulp, Sulphite, and Paper Mill Workers No. 268	53.00
Pulp, Sulphite, and Paper Mill Workers No. 307	420.00
Pulp, Sulphite, and Paper Mill Workers No. 550	77.70
Pulp, Sulphite, and Paper Mill Workers No. 680	82.70
Railway Carmen No. 806	25.00
Railway News Service No. 357	65.00
Re-inforced Iron Workers No. 416	360.00
Railway and Steamship Clerks No. 2114	29.00
Retail Clerks No. 770	2,500.00

Retail, Wholesale, and Department Store Employees No. 112	24.00
Roofers No. 36	554.40
Rubber Workers No. 43	357.50
Rubber Workers No. 44	824.80
Rubber Workers No. 131	909.97
Rubber Workers No. 141	167.75
Rubber Workers No. 335	56.10
Rubber Workers No. 428	65.85
Rubber Workers No. 430	20.00
Rubber Workers No. 458	273.45
Service and Maintenance Employees No. 399	625.00
Sheet Metal Workers No. 108	2,258.70
Shinglers No. 1125	272.20
Sign and Pictorial Painters No. 831	60.00
Southern California Conference Allied Printing Trades Council	12.00
Southern California Council of Public Employees	18.00
Southern California District Council of Laborers	12.00
Southern California District Council of Lathers	12.00
Southern California Printing Specialties and Paper Products Joint Council No. 2	12.00
Southern California Pipe Trades District Council No. 16	12.00
Southern California Typographical Conference	12.00
Sportswear and Cotton Garment Workers No. 266	440.00
Sprinkler Fitters No. 709	160.50
Stage Employees No. 33	165.00
State, County and Municipal Employees No. 800	46.30
State Employees No. 361	24.00
Stationary Operating Engineers No. 501	510.00
Steelworkers No. 1547	56.05
Steelworkers No. 1986	73.90
Steelworkers No. 2172	89.75
Steelworkers No. 5504	166.35
Stereotypers No. 58	180.00
Street, Electric Railway and Motor Coach Employees No. 1277	600.00
Structural Iron Workers No. 433	550.00
Switchmen No. 43	24.00
Teachers No. 1021	132.65
Textile Workers No. 99	134.85
Textile Workers No. 818	27.00
Textile Workers No. 915	129.46
Textile Workers No. 1291	40.95
Theatrical Press Agents and Managers No. 18032	24.00
Theatrical Wardrobe Attendants No. 768	24.00
Tile Layers No. 18	275.00
Transport Service Workers No. 908	24.00
Typographical No. 174	912.00
United Association Steamfitters No. 250	600.00
United Auto Workers No. 887	6,277.70
United Garment Workers No. 94	24.00
United Garment Workers No. 125	173.75
Upholsterers No. 15	176.00
Utility Workers No. 132	827.05
Waiters No. 17	1,707.50
Waitresses No. 639	2,765.40
Wholesale Wine and Liquor Salesmen No. 151	39.10
Window Cleaners No. 349	130.00
Women's Union Label League No. 36	12.00
LOS BANOS	
Carpenters and Joiners No. 539	20.00
LOS GATOS	
Carpenters and Joiners No. 2006	343.15
LOS NIETOS	
Brick and Clay Workers No. 824	174.80
LOYALTON	
Lumber and Sawmill Workers No. 2695	109.20
MADERA	
Construction and General Laborers No. 920	160.00
MANTECA	
Beet Sugar Operators No. 20733	145.60
MARTELL	
Carpenters and Joiners No. 1522	32.50
MARTINEZ	
Allied Hospital Employees No. 251	128.15
Building and Construction Trades Council	12.00
Central Labor Council	12.00
Construction and General Laborers No. 324	1,605.20
Contra Costa County Employees Association No. 1675	199.50
Electrical Workers No. 302	426.30
Northern California Joint Executive Conference of Electrical Workers	12.00
Oil, Chemical and Atomic Workers No. 5	1,194.20
Painters No. 741	90.00
Plumbers and Pipe Fitters No. 159	225.00

MARYSVILLE

Bartenders and Culinary Alliance No. 715	110.00
Carpenters and Joiners No. 1570	307.25
Central Labor Council	12.00
Communications Workers No. 9429	90.50
Hod Carriers and General Laborers No. 121	255.00
Stage Employees No. 216	24.00

MAYWOOD

Glass Bottle Blowers No. 145	78.60
Glass Bottle Blowers No. 148	240.00
Glass Bottle Blowers No. 190	26.00
Locomotive Firemen and Enginemen No. 979	11.00
Steelworkers No. 1981	520.00
Steelworkers No. 2058	519.05
United Auto Workers No. 509	1,005.05
United Auto Workers No. 808	667.85
United Auto Workers No. 811	1,762.30

MENLO PARK

Utility Workers No. 160-C	33.35

MERCED

Carpenters and Joiners No. 1202	105.70
Central Labor Council	12.00
Communications Workers No. 9407	110.55
Construction and General Laborers No. 995	197.30
Plasterers and Cement Masons No. 672	22.10

MILL VALLEY

Carpenters and Joiners No. 1710	172.90

MILPITAS

United Auto Workers No. 560	1,281.55

MODESTO

Barbers No. 787	28.80
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1235	193.40
Central Labor Council	12.00
Chemical Workers No. 190	95.05
Communications Workers No. 9418	128.10
Culinary Workers and Bartenders No. 542	607.85
Electrical Workers No. 684	193.80
Glass Bottle Blowers No. 17	24.30
Hod Carriers and General Laborers No. 1130	351.10
Musicians No. 652	81.60
Office Employees No. 208	24.00
Plasterers No. 429	47.50
Plumbers and Steamfitters No. 437	120.00
Sheet Metal Workers No. 495	49.90
Sign and Pictorial Artists No. 1629	24.00
Stage Employees No. 564	24.00
State Hospital Employees No. 415	24.00
Typographical No. 689	30.00

MOJAVE

Carpenters and Joiners No. 1239	96.60

MONROVIA

Electrical Workers No. 1008	102.80
Machinists No. 1893	1,307.50

MONTEREY

Barbers No. 896	36.00
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1323	354.20
Central Labor Council	6.00
Electrical Workers No. 1072	16.45
Fish Cannery Workers of the Pacific	192.35
Hod Carriers and Common Laborers No. 690	243.55
Hotel, Restaurant Employees and Bartenders No. 483	814.25
Painters and Decorators No. 272	28.80
Plasterers and Cement Finishers No. 337	60.00
Plumbers No. 62	30.00
Seine and Line Fishermen	120.00

MONTEREY PARK

Steelworkers No. 1502	290.00

MOUNTAIN VIEW

Carpenters and Joiners No. 1280	733.80
City Employees No. 514	40.00
Hardwood Floor Layers No. 3107	128.45

McCLOUD

Woodworkers No. 6-64	572.50

NAPA

Bartenders and Culinary Workers No. 753	217.95
California State Hospital Employees No. 174	14.00
Carpenters and Joiners No. 2114	196.55
Central Labor Council	12.00
Hod Carriers and General Laborers No. 371	215.25
Machinists No. 1419	150.65
Plasterers and Cement Finishers No. 766	24.00
United Garment Workers No. 197	237.65

NEVADA CITY

Communications Workers No. 9431	71.20

NEWARK
Chemical Workers No. 62 ..... 100.60

NEWMAN
Oil, Chemical and Atomic Workers No. 356 ..... 49.70

NEW YORK, N. Y.
National Maritime Unions (California) 300.00

NILES
Steelworkers No. 3367 ..... 303.30

NORTH FORK
Lumber and Sawmill Workers No. 2762 ..... 126.95

NORWALK
Brick and Clay Workers No. 487 ..... 92.60
Operative Potters No. 307 ..... 22.50
Rubber Workers No. 158 ..... 83.80
Steelworkers No. 5415 ..... 27.45

OAKLAND
Aircraft Workers No. 854 ..... 396.25
Alameda County School Employees No. 257 ..... 135.50
Auto and Ship Painters No. 1176 ..... 203.80
Automotive Machinists No. 1546 ..... 2,733.85
Barbers No. 134 ..... 275.00
Bartenders No. 52 ..... 738.05
Boilermakers No. 10 ..... 240.00
Bricklayers No. 8 ..... 120.00
Building and Construction Trades Council—Alameda County 12.00
Building Service Employees No. 18 ..... 1,062.65
Butchers No. 120 ..... 1,485.00
California Conference Typographical Unions 12.00
California Legislative and Coordinating Council 12.00
Carpenters and Joiners No. 36 ..... 1,178.00
Carpenters and Joiners No. 1473 ..... 270.56
Carpet, Linoleum and Soft Tile Workers No. 1290 ..... 210.00
Cement Masons No. 594 ..... 240.00
Cemetery Workers and Greens Attendants No. 322 ..... 37.50
Cleaning and Dye House Workers No. 3009 ..... 772.05
Clerks and Lumber Handlers No. 939 ..... 45.00
Commercial Telegraphers No. 208 ..... 60.00
Communications Workers No. 9490 ..... 509.80
Construction and General Laborers No. 304 ..... 1,800.00
Cooks No. 228 ..... 1,200.00
Culinary Alliance No. 31 ..... 2.104.80
Department and Specialty Store Employees No. 1265 ..... 1,112.30
Dining Car Cooks and Waiters No. 456 ..... 147.00
District Council of Painters No. 16 ..... 15.00
Electrical Workers No. 595 ..... 750.00
Electrical Workers No. 1245 ..... 6,000.00
Floorlayers and Carpenters No. 1861 ..... 60.00
Gardeners and Florists and Nurserymen No. 1206 ..... 51.00
Glass Bottle Blowers No. 2 ..... 60.00
Glass Bottle Blowers No. 137 ..... 42.25
Glass Bottle Blowers No. 141 ..... 360.00
Glass Bottle Blowers No. 142 ..... 61.10
Glass Bottle Blowers No. 155 ..... 180.00
Hod Carriers No. 166 ..... 240.00
Insurance Workers No. 30 ..... 33.40
Iron Workers No. 378 ..... 120.00
I. U. Electrical Workers No. 1506 ..... 49.55
Lathers No. 88 ..... 102.00
Laundry Workers No. 3012 ..... 612.65
Machinists No. 284 ..... 1,200.00
Machinists No. 1566 ..... 550.00
Motion Picture Projectionists No. 169 ..... 53.20
Newspaper Printing Pressmen No. 39 ..... 58.70
Nurserymen, Gardeners and Florists No. 300 ..... 75.00
Offset Reproduction Artisans No. 473 ..... 46.20
Office Employees No. 29 ..... 1,125.00
Operating Stationary Engineers No. 736 ..... 79.00
Painters No. 127 ..... 115.80
Paint Makers No. 1101 ..... 338.95
Plasterers No. 112 ..... 60.00
Plumbers and Gas Fitters No. 444 ..... 540.00
Printing Pressmen No. 125 ..... 120.00
Printing Specialties and Paper Products No. 382 ..... 852.25
Printing Specialties and Paper Products No. 677 ..... 66.85
Printing Specialties and Paper Products No. 678 ..... 365.40
Pulp, Sulphite, and Paper Mill Workers No. 255 ..... 79.90
Railway Carmen No. 735 ..... 63.80
Retail Food Clerks No. 870 ..... 720.00
Roofers No. 81 ..... 165.00
Rubber Workers No. 64 ..... 254.65
Rubber Workers No. 78 ..... 67.50
Scrapworkers No. 1088 ..... 194.10
Sheet Metal Workers No. 216 ..... 300.00
Sheet Metal Workers No. 355 ..... 140.00
Shipyard and Marine Shop Laborers No. 886 ..... 405.00
Sleeping Car Porters 150.00
Steamfitters and Helpers No. 342 ..... 765.00

Steelworkers No. 168	31.00
Steelworkers No. 1798	186.10
Steelworkers No. 3702	20.00
Steelworkers No. 4468	240.00
Street Carmen No. 192	600.00
Teachers No. 771	80.65
Technical Engineers No. 39	42.50
Theatrical Employees No. B-82	48.00
Theatrical Janitors No. 121	42.35
Theatrical Stage Employees No. 107	20.00
Typographical No. 36	355.35
United Auto Workers No. 76	496.65
United Auto Workers No. 333	489.00
United Auto Workers No. 1031	734.65
University of California Employees No. 371	118.15
OLIVE VIEW	
Los Angeles City, County and State Employees No. 347	96.00
OMO RANCH	
Lumber and Sawmill Workers No. 2728	93.90
ORO GRANDE	
Cement Workers No. 192	185.20
OROVILLE	
Barbers No. 643	24.00
Bartenders and Culinary Workers No. 654	231.80
Butchers No. 460	28.00
Carpenters No. 1240	126.40
Central Labor Council	12.00
OXNARD	
Barbers No. 959	27.75
Carpenters No. 2042	199.25
Communications Workers No. 9575	111.55
Steelworkers No. 2029	37.85
Sugar Workers No. 20875	1.20
PALM CITY	
Carpenters and Joiners No. 1490	74.00
PALMDALE	
Painters No. 1793	82.05
Typographical No. 852	22.50
PALM SPRINGS	
Carpenters and Joiners No. 1046	227.70
Lathers No. 454	20.00
Painters No. 1627	75.15
PALO ALTO	
Barbers No. 914	49.50
Bindery Workers No. 21	24.00
Carpenters and Joiners No. 668	662.90
Painters No. 388	188.15
Typographical No. 521	65.00
PANORAMA	
Communications Workers No. 9503	427.45
PASADENA	
Barbers No. 603	17.15
Carpenters and Joiners No. 769	652.00
Cement Masons No. 923	133.90
Hod Carriers No. 439	230.00
Hotel-Restaurant Employees and Bartenders No. 531	1,326.10
Lathers No. 81	176.15
Meat Cutters No. 439	1,080.00
Operative Potters No. 222	60.00
Painters and Decorators No. 92	282.15
Pasadena School District Employees No. 606	89.75
Plasterers and Cement Finishers No. 194	177.90
Plumbers No. 280	218.30
Typographical No. 583	78.00
PATTON	
California State Hospital Employees No. 128	24.00
PETALUMA	
Barbers No. 419	24.00
Bartenders and Culinary Workers No. 271	153.15
Beauticians No. 419-A	26.00
Machinists No. 1596	97.60
Typographical No. 600	24.00
PICO RIVERA	
United Auto Workers No. 923	1,273.05
PITTSBURG	
Barbers No. 917	54.20
Bartenders and Culinary Workers No. 822	440.65
Chemical Workers No. 23	237.00
Glass Bottle Blowers No. 160	100.95
Paper Makers No. 329	104.75
Plasterers and Cement Finishers No. 825	65.00
Steelworkers No. 1440	960.50
Steelworkers No. 2571	32.15
Steelworkers No. 4534	31.70
PLACERVILLE	
Carpenters and Joiners No. 1992	61.85
Hotel and Restaurant Workers No. 793	63.15
POMONA	
Barbers No. 702	49.80
Chemical Workers No. 58	103.10
Glass Bottle Blowers No. 34	113.20
Hod Carriers No. 806	354.55
Machinists No. 1586	237.15
Painters and Decorators No. 979	281.10
Paper Makers No. 318	263.75
Plumbers and Steamfitters No. 398	450.00
Printing Pressmen No. 320	35.25
Retail Clerks No. 1428	1,338.00
Typographical No. 994	118.65

PORT CHICAGO
Chemical Workers No. 25 ..... 61.45

PORTERVILLE
Carpenters and Joiners No. 2126 ..... 59.80

QUINCY
Lumber and Sawmill Workers No. 1123 ..... 130.00

RANCHO CORDOVA
Steelworkers No. 1586 ..... 54.70

RED BLUFF
Carpenters and Joiners No. 1254 ..... 106.75

REDDING
Auto and Machinists No. 1397.. 156.00
Building and Construction Trades Council, Northeastern California 12.00
Carpenters and Joiners No. 1599 ..... 365.55
Central Labor Council Five Counties 12.00
Culinary Workers, Bartenders and Hotel Service Employees No. 470 ..... 552.05
Hod Carriers and Common Laborers No. 961 ..... 412.50
Lumber and Sawmill Workers No. 2608 ..... 30.00
Meat Cutters and Butchers No. 352 ..... 163.40
Motion Picture Projectionists No. 739 ..... 24.00
Musicians No. 113 ..... 65.70
Plasterers and Cement Masons No. 805 ..... 38.55
Plumbers and Steamfitters No. 662 ..... 90.95
Retail Clerks No. 1364 ..... 378.50
Typographical No. 993 ..... 24.00

REDLANDS
Carpenters and Joiners No. 1343 ..... 74.00
Operative Potters No. 214 ..... 69.75

REDONDO BEACH
Carpenters and Joiners No. 1478 ..... 739.40

REDWOOD CITY
Cement Mill Workers No. 760.... 67.20
Electrical Workers No. 1969..... 190.00
Painters No. 1146 ..... 52.80
Teachers No. 1163 ..... 31.05
United Auto Workers No. 109.. 126.90

RENO, NEVADA
Lumber and Sawmill Workers No. 2903 ..... 53.55

RESEDA
Carpenters and Joiners No. 844 ..... 954.65

RICHMOND
Barbers No. 508 ..... 57.50
Bartenders and Culinary Workers No. 595 ..... 1,094.05
Beauticians No. 508-A 55.05
Boilermakers No. 513 ..... 135.00
Carpenters and Joiners No. 642 ..... 643.75
Communications Workers No. 9401 ..... 83.00
Fabricated Metal and Enamelware Workers No. 18524..... 82.95
Machinists No. 824 ..... 900.00
Motion Picture Projectionists No. 560 ..... 36.00
Office Employees No. 243..... 88.00
Operative Potters No. 89 ..... 106.65
Operative Potters No. 302 ..... 69.00
Painters No. 560 ..... 201.45
Public Employees of Contra Costa County No. 302 ..... 126.10
Retail Clerks No. 1179 ..... 1,519.80
Steelworkers No. 4113 ..... 50.05
Typographical No. 738 ..... 27.30

RIDGECREST
Electrical Workers No. 729..... 30.25

RIVERA
Packinghouse Workers No. 67.. 262.90
Steelworkers No. 5188 ..... 12.00

RIVERSIDE
Barbers No. 171 ..... 50.90
Building and Construction Trades Council 12.00
Carpenters and Joiners No. 235 ..... 499.50
Carpenters and Joiners No. 1959 ..... 60.00
Central Labor Council 12.00
District Council of Painters No. 48 ..... 12.00
District Council of United Cement, Lime and Gypsum Workers No. 3 ..... 12.00
Electrical Workers No. 440..... 154.30
Hod Carriers and General Laborers No. 1184 ..... 1,045.70
Machinists No. 1104 ..... 90.00
Painters No. 286 ..... 136.25
Retail Clerks No. 1167 ..... 1,251.90
Sheet Metal Workers No. 509.... 232.05
United Cement, Lime and Gypsum Workers No. 48..... 202.20

ROSEVILLE
Carpenters No. 1147 ..... 477.15
Locomotive Firemen and Enginemen No. 58 ..... 38.45
Switchmen No. 263 ..... 134.05

SACRAMENTO
Allied Printing Trades Council 24.00
Barbers No. 112 ..... 149.50
Bartenders No. 600 ..... 405.60
Bookbinders No. 35 ..... 100.80
Building and Construction Trades Council 12.00

Building Service Employees No. 22	180.00
Building Service Employees No. 411	24.00
Butchers No. 498	1,257.20
California Council of State Employees No. 56	12.00
California Department Industrial Relations Employees No. 1031	32.00
California State Federation of Teachers	12.00
Carpenters and Joiners No. 586	1,140.00
Carpet, Linoleum and Tile Workers No. 1237	96.25
Cement Finishers No. 582	235.00
Central Labor Council	12.00
Communications Workers No. 9421	450.00
Construction and General Laborers No. 185	2,100.00
Cooks No. 683	434.70
County Employees No. 146	24.00
District Council of Carpenters	12.00
Electrical Workers No. 340	150.00
Hot Carriers No. 262	111.30
Iron Workers No. 118	340.50
Jewelry Workers No. 112	30.00
Lathers No. 109	56.00
Machinists No. 33	122.00
Millmen No. 1618	130.10
Miscellaneous Employees No. 393	638.75
Motion Picture Machine Operators No. 252	27.70
Municipal Utility District Employees No. 1321	44.80
Municipal Employees No. 1150	7.00
Musicians No. 12	150.00
National Broadcast Employees No. 55	24.00
Painters No. 487	336.00
Plumbers and Steamfitters No. 447	180.00
Printing Pressmen No. 60	75.00
Printing Specialties and Paper Converters No. 460	44.45
Retail Clerks No. 588	1,200.00
Rocket and Guided Missile Lodge No. 946	3,044.40
Roofers No. 47	75.00
Sacramento County Board of Education Employees No. 258	163.75
Sheet Metal Workers No. 162	266.10
Stage Employees No. 50	36.00
Steelworkers No. 4383	56.30
Stereotypers No. 86	26.00
Street Carmen No. 256	90.00
Teachers No. 31	26.45
Theater Employees No. B-66	60.00
Typographical No. 46	224.20
Waiters and Waitresses No. 561	670.85
Wholesale Plumbing House Employees No. 447-Aux.	46.75
Woodworkers No. 338	53.15

SALINAS

Barbers No. 827	28.20
Carpenters and Joiners No. 925	247.35
Central Labor Council	12.00
Hod Carriers and Common Laborers No. 272	124.75
Hotel and Restaurant Employees No. 355	167.15
Mechanics and Machinists No. 1824	105.00
Packinghouse Workers No. 78	751.30
Painters No. 1104	54.00
Retail Clerks No. 839	325.55
Teachers No. 1020	24.50

SAN ANDREAS

Carpenters and Joiners No. 386	28.20
United Cement, Lime and Gypsum Workers No. 57	103.25

SAN BERNARDINO

Barbers No. 253	78.65
Carpenters and Joiners No. 944	813.35
Central Labor Council	12.00
City Schools Maintenance Employees No. 1076	28.95
Communications Workers No. 9573	119.05
County Employees No. 122	324.95
Culinary Workers and Bartenders No. 535	1,061.75
District Council of Carpenters and Joiners	12.00
Electrical Workers No. 477	330.00
Electrical Workers No. 543	120.00
Electrical Workers No. 848	169.45
Government Employees No. 1485	162.78
Hod Carriers and Laborers No. 783	997.25
Lathers No. 252	93.20
Locomotive Firemen and Enginemen No. 314	14.00
Machinists No. 214	120.00
Machinists No. 1047	156.00
Millwright and Machinery Erectors No. 1113	83.15
Motion Picture Machine Operators No. 577	24.00
Musicians No. 167	72.00
Office Employees No. 83	34.45
Painters No. 775	196.19
Plasterers and Cement Finishers No. 73	115.85
Plumbers and Steamfitters No. 364	360.00
Printing Pressmen No. 138	36.00

Railway Carmen No. 842	21.00
Stage Employees No. 614	24.00
Steelworkers No. 4765	99.55
SAN BRUNO	
Carpenters No. 848	34.00
Packinghouse Workers No. 263	23.30
Transport Workers No. 505	110.00
SAN DIEGO	
Allied Printing Trades Council	12.00
Barbers No. 256	102.00
Bindery Workers No. 40	27.50
Brick and Clay Workers No. 955	20.00
Bridgemen No. 229	105.00
Building and Construction Trades Council	12.00
Building Service Employees No. 102	240.00
Butchers and Meat Cutters No. 229	1,100.00
Carpenters and Joiners No. 1296	1,016.25
Carpenters and Joiners No. 1571	623.35
Carpet, Linoleum and Resilient Tile Workers No. 1711	120.00
Central Labor Council	12.00
Clothing Workers No. 288	180.00
Commercial Telegraphers No. 150	45.00
County and Municipal Employees No. 127	611.50
Culinary and Hotel Service Employees No. 402	1,841.65
District Council of Carpenters	12.00
Electrical Workers No. 465	330.00
Electrical Workers No. 569	912.00
Fish Cannery Workers of the Pacific	1,200.00
Floorlayers No. 2074	61.60
Furniture Workers No. 577	24.05
Government Employees No. 1085	100.25
Hod Carriers and Construction Laborers No. 89	3,380.00
Insurance Workers No. 256	16.00
Iron Workers No. 627	349.60
Machinists Silvergate District Council No. 50	12.00
Machinists No. 2191	792.90
Machinists No. 2192	1,078.05
Machinists No. 2193	681.60
Machinists No. 2194	615.15
Machinists No. 2195	1,425.65
Machinists No. 2196	524.70
Machinists No. 2215	1,006.00
Machinists No. 2216	586.45
Mailers No. 75	24.00
Millmen No. 2020	425.80
Motion Picture Projectionists No. 297	50.70
Newspaper Printing Pressmen No. 48	25.80
Office Employees No. 139	49.05
Operating Engineers No. 526	120.00
Painters No. 333	435.00
Plasterers and Cement Finishers No. 346	796.65
Printing Pressmen No. 140	45.30
Retail Clerks No. 1222	1,415.85
Roofers No. 45	61.30
Sheet Metal Workers No. 206	150.00
Shinglers No. 553	37.70
Shipwrights, Boat Builders and Caulkers No. 1300	196.75
Stereotypers No. 82	24.00
Street, Electric Railway, and Motor Coach Operators No. 1309	278.10
Teachers No. 1278	36.70
Theatrical Stage Employees No. 122	21.30
Typographical No. 221	249.45
United Auto Workers No. 506	1,438.90
Waiters and Bartenders No. 500	659.50
SAN FRANCISCO	
American Federation of Television and Radio Artists	230.40
Allied Printing Trades Council	22.00
American Guild of Variety Artists	120.00
American Radio Association	137.50
Apartment, Motel, Hotel and Elevator Operators No. 14	300.00
Asbestos Workers No. 16	150.00
Asbestos Workers No. 29	24.00
Automotive Machinists No. 1305	2,135.20
Bakers No. 24	900.00
Barbers and Beauticians No. 148	628.90
Bartenders No. 41	1,757.62
Bay Cities Metal Trades Council	12.00
Bay Counties District Council of Carpenters	12.00
Bay District Joint Council of Building Service Employees No. 2	15.00
Bill Posters and Billers No. 44	52.20
Boilermakers No. 6	600.00
Boilermakers and Blacksmiths No. 1168	275.00
Bookbinders and Bindery-women No. 31-125	270.00
Boot and Shoe Workers No. 320	62.30
Building and Construction Trades Council	12.00
Building Service Employees No. 87	720.00
Butchers No. 115	2,040.00
Butchers No. 508	860.60
California Allied Printing Trades Conference	12.00

California Conference of Bookbinders	12.00
California Pipe Trades Council	12.00
California State Council of Carpenters	12.00
California State Council of Lumber and Sawmill Workers	12.00
California State Legislature Board of Locomotive Firemen and Enginemen	12.00
California State Council of Retail Clerks No. 2	12.00
California State Theatrical Federation	12.00
Candy and Glace Fruit Workers No. 158	420.00
Carpenters No. 22	1,200.00
Carpenters and Joiners No. 483	631.55
Carpenters and Joiners No. 2164	355.65
Carpet and Linoleum Layers No. 1235	240.40
Cement Finishers No. 580	188.35
Central California District Council of Lumber and Sawmill Workers	12.00
Central Labor Council	24.00
Chemical Workers No. 466	24.65
City and County Employees No. 400	110.00
City and County Employees No. 747	60.00
Civil Service Building Maintenance Employees No. 66-A	464.15
Cleaning and Dye House Workers No. 3010	270.00
Cloakmakers No. 8	420.00
Clothing Workers No. 42	360.00
Commercial Telegraphers No. 34	570.00
Construction and General Laborers No. 261	1,793.50
Cooks No. 44	1,519.50
Coopers No. 65	29.50
Coppersmiths No. 438	32.50
Dental Technicians of Nothern California No. 99	45.00
District Council of Iron Workers	24.00
District Council of Painters No. 8	24.00
District Council of Plasterers and Cement Finishers	15.00
Dressmakers No. 101	660.00
Electrical Workers No. 6	480.00
Elevator Constructors No. 8	90.00
Film Exchange Employees No. B-17	44.70
Film Exchange Employees No. F-17	44.40
Fire Fighters of San Francisco No. 798	1,014.10
Furniture Workers No. 262	653.20
Furniture Workers No. 3141	298.80
Garment Cutters No. 45	40.80
Glaziers and Glass Workers No. 718	234.00
Government Employees No. 634	85.65
Government Employees No. 922	38.85
Granite Cutters	24.00
Hospital and Institutional Workers No. 250	360.00
Hotel and Club Service Workers No. 283	1,765.10
Inland Boatmen's Union of the Pacific	180.00
Insurance Agents No. 52	12.70
Insurance Workers No. 73	23.75
Iron Workers No. 377	120.00
Iron Workers No. 790	444.20
I. U. Electrical Workers No. 852	98.85
Jewelry Workers No. 36	90.00
Joint Board of Almalgamated Clothing Workers	12.00
Ladies Garment Cutters No. 213	75.00
Leather and Novelty Workers No. 31	55.00
Local Joint Executive Board of Culinary Workers, Bartenders, and Hotel Service Workers	20.00
Locomotive Firemen and Enginemen No. 91	60.00
Locomotive Firemen and Enginemen Council	12.00
Lumber Clerks and Lumbermen No. 2559	180.00
Macaroni Workers No. 493	49.00
Machinists No. 68	2,338.20
Machinists Production Workers No. 1327	3,000.00
Machinists No. 1908	80.15
Mailers No. 18	120.00
Marine Cooks and Stewards	3,250.00
Marine Firemen	1,200.00
Marine Staff Officers, etc.	30.00
Master Furniture Guild No. 1285	240.00
Masters, Mates and Pilots No. 40	89.65
Masters, Mates and Pilots No. 89	12.00
Masters, Mates and Pilots No. 90	720.00
Millinery Workers No. 40	9.00
Miscellaneous and Wood Workers No. 2565	108.00
Miscellaneous Employees No. 110	1,459.10
Molders and Foundry Workers No. 164	211.25
Motion Picture Projectionists No. 162	97.20

Musicians No. 6	625.00
Musicians Protective Association No. 669	80.00
National Broadcast Employees No. 51	109.00
Newspaper Guild No. 52	853.85
Northern California District Council of Laborers	12.00
Office Employees No. 3	360.00
Operating Engineers No. 3	7,200.00
Operating Engineers No. 39	900.00
Operating Engineers	36.00
Optical Technicians No. 18791	45.00
Ornamental Plasterers No. 460	22.00
Paint and Brush Makers No. 1071	254.15
Painters No. 19	710.25
Painters and Decorators No. 1158	566.95
Pattern Makers Association	90.00
Pharmacists No. 838	240.00
Photo Engravers No. 8	180.00
Pile Drivers No. 34	300.00
Plasterers No. 66	148.05
Plumbing and Pipe Fitters No. 38	1,500.00
Post Office Clerks No. 2	600.00
Printing Pressmen No. 24	373.75
Printing Specialties and Paper Converters No. 362	672.45
Professional Embalmers No. 90-49	64.50
Radio and Television Technicians No. 202	120.00
Railway Patrolmen No. 19	38.50
Repeatermen and Toll Testboardmen No. 1011	240.00
Retail Department Store Employees No. 1100	3,357.80
Retail Fruit and Vegetable Clerks No. 1017	75.00
Retail Grocery Clerks No. 648	1,260.00
Retail Shoe and Textile Salesmen No. 410	393.69
Roofers No. 40	225.00
Sailmakers No. 11775	24.00
Sailors Union of the Pacific	2,933.15
San Francisco Municipal Parks Employees No. 311	95.00
Sausage Makers No. 203	455.85
Scrap Iron, Metal, Salvage and Waste Materials Workers No. 965	120.00
Seafarers, Atlantic and Gulf Districts	450.00
Sheet Metal Workers No. 104	300.00
Sign and Pictorial Painters No. 510	132.00
Sprinkler Fitters No. 483	85.00
State Building and Construction Trades Council	24.00
State, County and Municipal Employees No. 1569	22.00
Steelworkers No. 1069	641.90
Steelworkers No. 1684	540.00
Stereotypers and Electrotypers No. 29	174.00
Street Electric Railway and Motor Coach Employees No. 1380	120.00
Teachers No. 61	538.30
Teachers No. 1119	27.00
Technical Engineers No. 11	115.50
Theatrical Employees No. B-18	270.00
Theatrical Janitors No. 9	84.45
Theatrical Stage Employees No. 16	45.00
Theatrical Wardrobe Attendants No. 784	24.00
Tile Helpers No. 7	160.40
Transport Service Workers No. 95	10.00
Transport Service Workers No. 905	24.00
Tri-State Council of California, Arizona, and Nevada	12.00
Typographical No. 21	990.00
Union Label Section	16.00
United Garment Workers No. 131	638.20
Upholsterers No. 28	60.00
Waiters No. 30	2,168.85
Waitresses No. 48	2,560.10
Watchmakers No. 101	120.00
Web Pressmen No. 4	120.00
Welders No. 1330	114.05
Western Express Messengers No. 2034	19.75
Western Conference of Specialty Unions	12.00
Western Federation of Butchers	12.00
Window Cleaners No. 44	120.00
Wood, Wire and Metal Lathers No. 65	81.80

SAN JOSE

Allied Printing Trades Council	12.00
Auto Mechanics No. 1101	710.00
Barbers No. 252	102.00
Bartenders No. 577	360.75
Bookbinders No. 3	44.15
Brick and Clay Workers No. 580	50.20
Bricklayers No. 10	100.00
Building and Construction Trades Council	12.00
Building Service Employees No. 77	135.50
Butchers No. 506	1,019.44
California State Council of Lathers	12.00
Carpenters and Joiners No. 316	1,445.30
Carpet, Linoleum and Tile Workers No. 1288	157.40
Cement Laborers No. 270	1,788.30

Cement Masons No. 25	269.85
Central Labor Council	12.00
Chemical Workers No. 294	116.35
City Employees No. 1058	99.65
Clay and Tile Products No. 994	31.85
Clothing Workers No. 108	25.50
District Council of Carpenters	20.00
District Council of Painters No. 33	12.00
Electrical Workers No. 332	180.00
Electronics Workers No. 547	147.50
Glass Bottle Blowers Association No. 267	40.95
Hod Carriers No. 234	221.65
Hotel, Restaurant, and Hotel Service Employees No. 180	1,868.05
I. U. Electrical Workers No. 1507	56.10
Lathers No. 144	69.35
Lumber and Planing Mill Workers No. 3102	131.00
Machinists No. 504	1,414.65
Machinists No. 562	910.95
Machinists No. 565	589.90
Millmen No. 262	353.55
Motion Picture Projectionists No. 431	24.00
Musicians No. 153	30.00
Newspaper Guild No. 98	141.00
Operative Potters No. 168	17.70
Painters No. 484	52.45
Painters No. 507	621.90
Plasterers No. 224	127.50
Plumbers No. 393	195.00
Police Department Employees No. 170	88.35
Printing Pressmen No. 146	108.80
Public Employees of Santa Clara County No. 1409	60.00
Retail Clerks No. 428	1,200.00
Roofers No. 95	96.00
Sheet Metal Workers No. 309	219.65
Steelworkers No. 1835	117.90
Stereotypers and Electrotypers No. 120	32.10
Street Carmen No. 265	54.00
Teachers No. 957	4.50
Theatrical Stage Employees No. 134	24.00
Typographical Union No. 231	90.00
Utility Workers No. 259	38.45

SAN JUAN BAUTISTA

United Cement, Lime and Gypsum Workers No. 148	71.20

SAN LEANDRO

Glass Bottle Blowers No. 85	13.00
I. U. Electrical Workers No. 853	35.65

SAN LUIS OBISPO

Barbers No. 767	24.00
Carpenters and Joiners No. 1632	240.00
Central Labor Council	12.00
Construction and General Laborers No. 1464	120.00
Painters No. 1336	43.15
Plumbers and Steamfitters No. 403	65.00

SAN MATEO

Air Transport Employees No. 1781	2,209.30
Bartenders and Culinary Workers No. 304	1,706.40
Building and Construction Trades Council	12.00
Butchers No. 516	395.60
Carpenters No. 162	642.40
Cement Finishers No. 583	22.50
Central Labor Council	12.00
Communications Workers No. 9430	230.65
Construction and General Laborers No. 389	830.99
County Employees No. 829	217.80
Electrical Workers No. 617	60.00
Hod Carriers No. 97	60.00
Horseshoers No. 11	26.00
Lathers No. 278	18.00
Laundry Workers No. 143	90.00
Machinists No. 1414	120.00
Paint, Varnish and Lacquer Makers No. 1053	182.60
Painters and Decorators No. 913	294.00
Plasterers No. 381	54.00
Plumbers No. 467	184.50
Printing Pressmen No. 315	39.00
Retail Clerks No. 775	300.00
Sheet Metal Workers No. 272	36.00
Theatrical Stage Employees No. 409	27.00

SAN PEDRO

Auto Machinists No. 1484	234.16
Barbers No. 881	64.15
Bartenders No. 591	214.40
Carpenters No. 1140	486.85
Chemical Workers No. 53	35.90
Hotel, Restaurant, Cafeteria, and Motel Workers No. 512	966.50
Lathers No. 366	34.65
Lumber and Sawmill Workers No. 1407	300.00
Marine and Shipbuilding Workers No. 9	191.70
Masters, Mates and Pilots No. 18	41.80
Painters No. 949	166.65
Pile Drivers No. 2375	300.00
Plasterers and Cement Finishers No. 838	211.25
Retail Clerks No. 905	1,408.30
Seine and Line Fishermen	180.00
Shipyard Laborers No. 802	988.30
Steelworkers No. 5303	90.30
Typographical No. 862	63.75

SAN QUENTIN

San Quentin Prison Employees No. 416	22.80

SAN RAFAEL

Barbers No. 582	57.90
Bartenders and Culinary Workers No. 126	606.50
Building and Construction Trades Council	12.00
Central Labor Council	12.00
Communications Workers No. 9404	158.50
Golden Gate District Council of Lathers	12.00
Hod Carriers and General Laborers No. 291	600.00
Lathers No. 268	30.00
Machinists No. 238	403.75
Plasterers and Cement Finishers No. 355	60.00
Retail Clerks No. 1119	425.75
Teachers No. 1077	24.00

SANTA ANA

Barbers No. 549	26.00
Beet Sugar Workers No. 20748	111.90
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1815	1,162.00
Cement Masons No. 52	186.00
Central Labor Council	12.00
Chemical Workers No. 66	178.30
District Council of Carpenters of Orange County	18.00
Electrical Workers No. 441	150.00
Glass Bottle Blowers No. 81	113.35
Hod Carriers and General Laborers No. 652	1,821.90
Lathers No. 440	150.00
Musicians No. 7	50.00
Painters and Decorators No. 686	467.45
Plasterers and Cement Finishers No. 489	180.00
Plumbers and Steamfitters No. 582	180.00
Printing Pressmen No. 166	27.15
Roofers No. 36-C	76.40
Theatrical Stage Employees No. 504	20.60
Typographical No. 579	60.75

SANTA BARBARA

Barbers No. 832	35.90
Building and Construction Trades Council	12.00
California State Conference of Painters	12.00
Carpenters and Joiners No. 1062	531.00
Carpet and Linoleum Workers No. 1689	8.00
Central Labor Council	12.00
Communications Workers No. 9576	183.70
Construction and General Laborers No. 591	336.35
Culinary Alliance and Bartenders No. 498	1,166.35
District Council of Painters No. 52	11.00
Electrical Workers No. 413	96.00
Hod Carriers and General Laborers No. 195	58.40
Lathers No. 379	25.95
Meat Cutters No. 556	259.20
Musicians Protective Association No. 308	128.50
Painters No. 715	163.40
Plasterers and Cement Finishers No. 341	110.00
Plumbers and Steamfitters No. 114	40.00
Post Office Clerks No. 264	24.00
Retail Clerks No. 899	850.80
Roofers No. 137	46.25
Sheet Metal Workers No. 273	134.55
Theatrical Stage Employees and Motion Picture Machine Operators No. 442	24.00

SANTA CLARA

California State Council of Roofers	12.00
Glass Bottle Blowers No. 262	209.35
United Cement, Lime and Gypsum Workers No. 334	61.70

SANTA CRUZ

Barbers No. 891	24.00
Carpenters and Joiners No. 829	36.00
Central Labor Council	14.00
Construction and General Laborers No. 283	100.00
Electrical Workers No. 609	36.00
Leather Workers No. L-122	36.90
Painters and Decorators No. 1026	55.18
Plasterers and Cement Finishers No. 379	29.95

SANTA MARIA

Barbers No. 941	24.00
Carpenters and Joiners No. 2477	325.00
Central Labor Council	12.00
Chemical Workers No. 224	34.25
City Employees No. 1224	26.00
Communications Workers No. 9581	104.15
Construction, General, and Oil Field Laborers No. 1222	475.25
Culinary Workers and Bartenders No. 703	489.69
Oil, Chemical, and Atomic Workers No. 534	67.60

SANTA MONICA

Barbers No. 573	79.95
Carpenters and Joiners No. 1400	570.65
Communication Workers No. 9574	525.25
Culinary Workers and Bartenders No. 814	2,697.60
Meat Cutters No. 587	480.00
Painters No. 821	211.50
Plumbers No. 545	266.85
Printing Pressmen No. 429	24.00
Retail Clerks No. 1442	1,000.00
Typographical No. 875	30.90

SANTA ROSA

Barbers No. 159	34.00
Bartenders and Culinary Workers No. 770	553.15
Boot and Shoe Workers No. 446	55.70
Building and Construction Trades Council	18.00
Butchers No. 364	314.50
Central Labor Council	12.00
Electrical Workers No. 551	120.00
Hod Carriers and Laborers No. 139	232.70
Lathers No. 243	24.00
Motion Picture Machine Operators No. 420	24.00
Musicians No. 292	183.20
Painters No. 364	60.00
Plasterers and Cement Finishers No. 363	42.10
Printing Pressmen No. 354	24.00
Retail Clerks No. 1532	411.45
Typographical No. 577	23.70

SAUGUS

Glass Bottle Blowers No. 69	137.00

SEAL BEACH

Chemical Workers No. 225	24.25

SELMA

Carpenters and Joiners No. 1004	97.60

SHERMAN OAKS

Hotel, Motel, Restaurant, and Bartenders No. 694	1,503.25

SONOMA

California State Employees No. 14	94.45

SONORA

Carpenters and Joiners No. 2196	92.40

SOUTH GATE

Communications Workers No. 9506	459.15
I. U. Electrical Workers No. 1502	84.35
Pulp, Sulphite, and Paper Mill Workers No. 253	60.00
Rubber Workers No. 100	1,233.85
Rubber Workers No. 225	213.45
United Auto Workers No. 216	1,159.15
Utility Workers No. 283	37.50

STANDARD

Lumber and Sawmill Workers No. 2652	166.30

SPRECKELS

Sugar Refinery Workers No. 20616	319.40

STOCKTON

Barbers No. 312	45.00
Bartenders No. 47	256.25
Box Workers No. 2088	99.50
Brick and Clay Workers No. 874	71.00
Building and Construction Trades Council	12.00
Building Service Employees No. 24	60.00
Butchers No. 127	569.72
Carpenters and Joiners No. 266	240.00
Carpenters and Joiners No. 2891	198.45
Cement Finishers No. 814	30.00
Central Labor Council	12.00
City Employees No. 102	118.50
Communications Workers No. 9417	222.25
County Employees No. 183	18.00
Culinary Alliance No. 572	800.55
Electrical Workers No. 591	60.00
Hod Carriers and Common Laborers No. 73	450.00
Locomotive Firemen and Enginemen No. 794	9.35
Machinists No. 364	508.05
Motion Picture Projectionists No. 428	24.00
Motor Coach Operators No. 276	38.30
Musicians No. 189	110.00
Office Employees No. 26	24.00
Operative Potters No. 171	30.65
Painters No. 1115	200.90
Paper Makers No. 320	232.04
Plasterers No. 222	21.40
Plumbers and Steamfitters No. 492	93.00
Post Office Clerks No. 320	65.70
Retail Clerks No. 197	150.00
Sheet Metal Workers No. 283	55.00
State, County and Municipal Employees No. 1577	22.65
Theatrical Stage Employees No. 90	24.00
Typographical No. 56	40.80
United Auto Workers No. 792	64.70
Utility Workers No. 160	31.90

SUNNYVALE

City Employees No. 1584	24.40

Theatrical Stage and Motion Picture Operators No. 796	12.00
SUN VALLEY	
Rubber Workers No. 621	9.00
SUSANVILLE	
Barbers and Beauticians No. 311	24.00
Lumber and Sawmill Workers No. 3033	127.45
Woodworkers No. 370	104.40
TAFT	
Barbers No. 869	26.00
Oil, Chemical and Atomic Workers No. 106	204.85
Painters and Decorators No. 702	32.00
Utility Workers No. 193	23.50
Utility Workers No. 289	24.00
TEHACHAPI	
United Cement, Lime and Gypsum Workers No. 52	120.75
United Cement, Lime and Gypsum Workers No. 291	17.10
TERMINAL ISLAND	
Cannery Workers of the Pacific	2,250.00
TORRANCE	
Boilermakers No. 718	21.00
Chemical Workers No. 138	56.35
Chemical Workers No. 598	30.80
Oil, Chemical and Atomic Workers No. 519	409.00
Operative Potters No. 218	141.05
Rubber Workers No. 146	38.90
State, County and Municipal Employees No. 1664	19.80
Steelworkers No. 1414	200.00
Steelworkers No. 2586	22.05
Torrance School Employees No. 1101	73.30
TRACY	
Carpenters and Joiners No. 1698	54.40
Sugar Workers No. 20058	136.10
Locomotive Firemen and Enginemen No. 808	35.00
TRINIDAD	
Loggers No. 3006	561.75
TULARE	
Carpenters and Joiners No. 1578	31.00
TUOLUMNE	
Lumber and Sawmill Workers No. 2810	254.55
TURLOCK	
Carpenters and Joiners No. 1306	60.00
TUSTIN	
Rubber Workers No. 510	101.45
TWAIN HARTE	
Woodworkers No. 398	38.15
UKIAH	
California State Employees No. 519	22.00
Central Labor Council	12.00
Lumber and Sawmill Workers No. 2975	99.90
North Coast Counties District Council of Carpenters	12.00
VALLEJO	
American Federation of Grain Millers No. 71	78.05
Asbestos Workers No. 70	24.00
Barbers No. 335	117.50
Boilermakers No. 148	111.00
Building and Construction Trades Council	12.00
Butchers and Meat Cutters No. 532	379.50
Carpenters and Joiners No. 180	422.50
Central Labor Council	12.00
Culinary Workers and Bartenders No. 560	445.85
Electrical Workers No. 180	110.00
Hod Carriers and General Laborers No. 326	283.15
Lathers No. 302	28.00
Machinists No. 1492	96.00
Mare Island Navy Yard Metal Trades Council	12.00
Musicians No. 367	62.85
Operating Engineers No. 731	88.65
Painters No. 376	93.65
Plasterers and Cement Finishers No. 631	27.50
Plumbers No. 343	44.00
Retail Clerks No. 373	600.00
Roofers No. 35	26.00
Sheet Metal Workers No. 75	105.00
Shipwrights, Joiners and Shipbuilders No. 1068	70.00
Teachers No. 827	24.00
Technical Engineers No. 8	47.60
Theatrical Stage Employees No. 241	24.00
Typographical No. 389	59.40
VALLEY SPRINGS	
Lumber and Sawmill Workers No. 2847	42.70
VAN NUYS	
Barbers No. 837	96.75
Carpenters and Joiners No. 1913	1,327.30
Electrical Workers No. 2051	23.00
Industrial Workers No. 1662	185.00
Painters No. 1595	257.45
Post Office Clerks No. 1159	24.55
San Fernando Valley Employers Guild No. 54	23.35
United Auto Workers No. 645	2,156.60
Utility Workers No. 114	101.05

VENICE	
Rubber Workers No. 300	41.90
VENTURA	
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 2463	371.45
Central Labor Council	12.00
District Council of Carpenters	12.00
Electrical Workers No. 952	150.00
Hod Carriers and General Laborers No. 585	466.50
Lathers No. 460	34.50
Oil, Chemical and Atomic Workers No. 120	345.95
Operating Engineers No. 732	24.00
Painters and Decorators No. 955	157.55
Plasterers and Cement Finishers No. 741	66.00
Plumbers and Steamfitters No. 484	86.40
VERNON	
Glass Bottle Blowers No. 224	90.00
Paper Makers No. 336	27.50
Pulp, Sulphite and Paper Mill Workers No. 254	60.00
VICTORVILLE	
United Cement, Lime and Gypsum Workers No. 49	224.15
VISALIA	
Barbers No. 856	24.00
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1484	95.75
Central Labor Council	12.00
Communications Workers No. 9406	167.80
Hod Carriers and General Laborers No. 1060	225.00
Lathers No. 449	24.00
Plasterers and Cement Masons No. 895	24.00
Stage Employees and Motion Picture Operators No. 605	24.00
Typographical No. 519	24.00
VISTA	
Carpenters No. 2078	543.00
Lathers No. 527	29.75
WALNUT	
Operative Potters No. 223	63.50
WALNUT CREEK	
Steelworkers No. 5450	24.00
WARM SPRINGS	
Brick and Clay Workers No. 663	27.75
WATSONVILLE	
Barbers No. 749	24.00
Brick and Clay Workers No. 998	78.55
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 771	97.40
Central Labor Council	10.00
Communication Workers No. 9427	33.60
Electrical Workers No. 526	24.00
Lathers No. 122	24.00
Machinists No. 1939	24.00
Railway Carmen No. 765	35.00
Theatrical Stage Employees No. 611	31.80
Typographical No. 543	24.60
WEED	
Lumber and Sawmill Workers No. 2907	691.00
WEIMAR	
Weimar Sanatorium Employees No. 745	120.90
WESTEND	
Chemical Workers No. 398	155.15
WESTPOINT	
Lumber and Sawmill Workers No. 2694	100.30
WHITE PINES	
Lumber and Sawmill Workers No. 2538	68.95
WHITTIER	
Steelworkers No. 4511	85.40
Transport Workers No. 518	23.85
Typographical No. 899	24.00
United Auto Workers No. 809	129.60
WILMINGTON	
Butchers No. 551	1,606.65
Chemical Workers No. 40	164.40
Inland Boatmen of the Pacific	120.00
Marine Engineers No. 79	388.95
Pulp, Sulphite and Paper Mill Workers No. 341	105.60
Seafarers, Atlantic and Gulf District	150.00
Ship Carpenters No. 1335	180.00
WOODLAND	
Beet Sugar Operators No. 20610	240.80
United Sugar Workers Council	12.00
WOODLEAF	
Woodworkers No. 365	94.35
Total Per Capita Receipts Affiliation Fees—Exhibit B	**$479,985.67**

SCHEDULE 2—DETAIL OF DISBURSEMENTS
Fiscal Year Ended June 30, 1960

SALARIES — EXECUTIVES:		
Pitts, Thomas L., Secretary-Treasurer (see note)	$18,224.85	
Haggerty, C. J., Secretary-Treasurer (see note)	18,756.00	
Gruhn, A. J., President (see note)	4,833.32	
Despol, John A., General Vice-President	12,501.96	
Dias, Manuel, General Vice-President	12,501.96	
Total		$ 66,818.09

Note: On March 4, 1960, Mr. Thomas L. Pitts was elected secretary-treasurer to succeed Mr. C. J. Haggerty. On the same date Mr. A. J. Gruhn was elected president, succeeding Mr. Pitts in that office.

EXPENSES AND ALLOWANCES — EXECUTIVES:		
Pitts, Thomas L.	$10,264.12	
Haggerty, C. J.	8,996.23	
Gruhn, Albin J.	2,412.17	
Despol, John A.	4,097.47	
Dias, Manuel	2,613.72	
Richfield Oil Company	2,026.33	
Texaco, Inc.	550.47	
Barrett Auto Rental	29.05	
Western Air Lines	6,378.26	
Tanner Motor Livery	97.87	
Avis Rent-a-Car	65.07	
Hotel El Dorado	20.18	
Hollywood Roosevelt Hotel	92.29	
Hotel Lafayette	356.49	
Hotel Congressional	151.11	
Hotel Senator	55.23	
Cadillac Motor Car Division	157.49	
Baker and Stanton	440.13	
Press and Union League Club	3.00	
N. Cronin and Company	81.58	
	$38,888.26	
Less: Refunds from:		
Pitts, Thomas L.	$168.58	
Haggerty, C. J.	182.99	
	351.57	
Total		38,536.69

EXPENSES AND ALLOWANCES:		
GEOGRAPHICAL VICE-PRESIDENTS:		
Bassett, W. J.	$ 663.67	
O'Brien, George E.	640.67	
Lackey, H. D.	772.22	
Reed, Howard	675.90	
Finks, Harry	2,035.56	
Osslo, Max	643.86	
Callahan, M. R.	686.54	
Lehmann, C. T.	497.89	
Somerset, Pat	482.89	
Christian, J. J.	641.34	
Smith, J. J.	380.00	
O'Hare, Robert J.	535.40	
Fillippini, Wilbur	439.13	
Green, C. A.	495.94	
Small, Thomas A.	876.00	
Weisberger, Morris	660.00	
Dougherty, A. F.	630.25	
Amadio, Chris	378.00	

Carman, N.	327.09	
Ash, Robert S.	656.93	
Jones, Paul L.	690.00	
Nelson, Lowell	570.00	
Giesick, Robert	565.40	
Sidell, W.	70.00	
Hansen, H.	223.53	
Gruhn, Albin J.	714.47	
Total		15,952.68

EXPENSES AND ALLOWANCES:
AT LARGE VICE-PRESIDENTS:

O'Malley, E. P.	$ 693.05	
Clark, Robert R.	493.00	
Stone, DeWitt	540.90	
Shedlock, Edward T.	532.89	
Wilson, Herbert	667.40	
Posner, Jerome	537.40	
King, E.	485.40	
Eubanks, Sam	478.15	
Total		4,428.19

GENERAL OFFICE SALARIES:

Bergeron, Margaret	$ 6,376.46	
Becker, William	648.00	
Bianchi, Maud	751.01	
Boring, David	6,596.87	
Cardinal, Barbara	18.08	
Daniels, Rosemary	2,247.59	
Dunn, Margaret	2,149.88	
Hines, C. A., Jr.	5,384.56	
Kennedy, Margaret	5,067.25	
Keys, Ferne	6,315.32	
King, Bert C.	4,634.09	
London, Joan	6,364.65	
Martinez, Henry	100.00	
McGinley, Madeleine	1,421.60	
Moore, Josephine	692.10	
Morrical, Martha	155.20	
Otto, Walter	6,098.32	
Prindle, Shirley	2,940.06	
Quinn, Aileen	37.98	
Roberts, Janice	3,455.37	
Samaniego, Hiram	100.00	
Simcich, Walter	6,345.00	
Sotomayer, Amy	180.80	
Spencer, Margaret	5,031.86	
Stack, Rachel	674.08	
Ventura, Huerta	100.00	
Vial, Donald	9,818.74	
Weber, Jeanne	65.99	
Weber, Nan	308.72	
	$84,079.58	
Less: Reimbursements from California Labor Council on Political Education	4,273.79	
Total		$ 79,805.79

ORGANIZING EXPENSES:

Hyans, Curtis J.:		
Salary	$ 6,500.00	
Expenses and allowances	4,202.37	
Richfield Oil Company	208.30	
Texaco, Inc.	63.24	

Standard Oil Company	4.00	
Western Air Lines	26.35	
Total		11,004.26

CONVENTION EXPENSES — SAN DIEGO, CALIFORNIA:

Salaries:		
Cardinal, Barbara	$ 18.08	
Jacklevich, Antonette	36.00	
Parish, Sadae	57.24	
Quinn, Aileen	95.46	
Simcich, Walter	540.00	
Stack, Rachel	452.00	
Expenses and allowances:		
Bergeron, Margaret	135.00	
Boring, David	485.00	
Daniels, Rosemary	135.00	
Eubanks, S.	35.00	
Finks, H.	95.00	
Hines, C. A.	300.00	
Hines, C. A., Jr.	135.00	
Hyans, Curtis J.	350.00	
Keys, Ferne	135.00	
London, Joan	150.00	
Otto, Walter	485.00	
Stack, Rachel	135.00	
Vial, Donald	635.00	
Haggerty, C. J.	500.00	
Pitts, Thomas L.	500.00	
Dias, Manuel	500.00	
Despol, John A.	500.00	
Cash—Credentials Committee	1,050.00	
Cash—Resolutions Committee	1,120.00	
Cash—Legislation Committee	1,050.00	
Cash—Constitution Committee	1,050.00	
Cash—Sergeant at Arms Committee	1,610.00	
Cash—Rules of Order Committee	700.00	
Other expenses:		
Arts and Crafts Press—printing Daily Proceedings	10,968.40	
A. T. & S. F. Railroad Co.	15.49	
Bekins Van and Storage Co.	135.62	
Communications Company	398.00	
Cash Lewis Co.	822.76	
Allene Downey—travel expense	251.19	
Garrett Press—printing	4,839.47	
Heiwrich Specialty Co.—convention badges	4,075.60	
Hotel El Cortez	3,111.75	
Lucille Houghton	103.84	
Don Manka—travel expenses	95.00	
Air City Ambulance—for Don Manka	25.00	
Children's Hospital—for Don Manka	203.75	
M. H. Ivens, M. D.—for Don Manka	45.00	
Albert B. Klug, M. D.—for Don Manka	30.00	
Don Manka	10.00	
Postmaster, San Francisco	293.00	
Postmaster, San Diego	140.00	
Rex Pritchard	14.65	
Pacific Telephone and Telegraph Co.	571.52	
Parron Hall Corp.	7.28	
Petty cash—miscellaneous purchases	127.53	
Southern Pacific Railroad Co.	204.84	
San Diego Office Supply Co.	105.84	
Western Air Lines	477.40	
Gladys Wilson	51.94	
Transport Clearings	68.87	

E. D. Conklin, Inc.—convention reporter		3,163.70	
Golden Gate Press, Inc.		18.72	
		$43,364.94	
Less: Refunds from:			
Eubanks, Sam	$35.00		
Constitution Committee	70.00		
		105.00	
Total			$ 43,259.94
LABOR LAW CONFERENCE AND LABOR PRESS CONFERENCE:			
Smith, Jerome		$ 58.00	
Kagel, Sam		149.58	
Morgan, Robert		191.09	
Howard, Jack		50.00	
San Francisco Chronicle—transportation for Jack Howard		41.09	
Ballis, George		74.60	
Davis, Roland		117.69	
The Doric Company—hotel bills		864.04	
San Francisco Labor Council		10.00	
Regents, University of California		865.15	
Total			2,421.24
CONFERENCE EXPENSES:			
Western Union Telegraph Co.—for H. Abeytia		$ 35.00	
Abeytia, H.		22.50	
Fairmont Hotel		203.70	
Biltmore Hotel		180.07	
Hotel Whitcomb		20.12	
Hollywood Roosevelt Hotel		75.94	
Clift Hotel		506.11	
London, Joan		28.23	
Vial, Donald		1,605.17	
Simcich, Walter		288.39	
Keys, Ferne		309.54	
Otto, Walter		314.67	
Dias, Manuel		50.00	
Sprangles, J. A.		25.44	
Hellander, Art		18.00	
Haggerty, C. J.		590.00	
Gruhn, Albin J.		800.00	
Petty cash—miscellaneous purchases		21.65	
Western Air Lines		316.75	
Southern Pacific Railroad Co.		79.55	
International Labor Press Association		20.00	
Lyon Van and Storage Company		5.49	
		$ 5,516.32	
Less: Refunds from:			
Western Air Lines	$ 9.81		
Jewish Labor Committee	287.25		
		297.06	
Total			$ 5,219.26
LEGISLATIVE EXPENSES:			
Salaries:			
Finks, Harry		$ 1,575.00	
Henderson, Edris		39.54	
Holms, Violette		123.49	
Livingston, Ethel		40.69	
Other expenses:			
Finks, Harry		301.56	
Business Extension Bureau		14.25	
Bedell's Restaurant		44.19	
Bekins Van and Storage Co.		154.98	

Capital Office Equipment Co.	39.11	
H. S. Crocker Co.	15.70	
Garrett Press	8,452.46	
Galland Linen Service	124.80	
Holmes, Violette—typewriter rental	27.50	
A. W. Herron Co.	42.84	
I.B.M. Corporation	12.75	
Pacific Telephone and Telegraph Co.	94.94	
Sacramento Labor Council—telephone expense	44.52	
Sleeper Stamp Co.	3.26	
Western Union Telegraph Co.	1.38	
Total		$ 11,152.96
LEGAL EXPENSES:		
Scully, Charles P.:		
Retainer—twelve months	$ 6,000.00	
For services rendered and costs advanced	17,859.75	
Total		23,859.75
INSURANCE EXPENSE:		
Maloney and Maritzen	$ 151.27	
N. Cronin & Co.	1,894.41	
James F. Allen	75.00	
State Compensation Insurance Fund	761.62	
Office Employees Insurance Trust Fund	2,984.75	
Total		5,867.05
ACCOUNTING FEES:		
Skinner & Hammond—consultation and audit		4,275.00
AUTOMOBILE EXPENSES:		
Class "A" Garage	$ 547.61	
Richfield Oil Company	121.87	
Texaco, Inc.	51.13	
N. Cronin & Co.	12.00	
Cadillac Motor Car Division	183.15	
Standard Oil Company	75.29	
Modern Motors Company	3.38	
California State Automobile Association	15.00	
Total		1,009.43
AUTOMOBILE PURCHASES:		
Cadillac Motor Car Division, San Francisco:		
New 1960 Cadillac automobile, with accessories	$ 8,856.06	
Less: Trade-in of 1958 Cadillac	4,556.06	
	$ 4,300.00	
New 1960 Cadillac automobile, with accessories (no trade-in)	8,830.06	
Total		$ 13,130.06
CONTRIBUTIONS:		
California Conference on Apprenticeship	$ 2,000.00	
United Negro College Fund	200.00	
American Labor Education Service	25.00	
C. T. Lehmann Testimonial Dinner	20.00	
City of Hope	100.00	
California Committee on Fair Employment Practices	750.00	
California Safety Council	30.00	
Imperial Valley Co-ordinating Committee	100.00	
Oil, Chemical, and Atomic Workers	100.00	
San Francisco Fire Department, Widows and Orphans	10.00	
San Francisco Maritime Museum	10.00	
Charles Haggerty Testimonial	20.00	
Israel Histadrut	100.00	
Petri's Testimonial Dinner	30.00	

National Housing Conference	200.00	
Committee on Political Education, AFL-CIO	2.00	
Union Labels Section—Orphan's Christmas Party	100.00	
AFL-CIO Convention Committee, San Francisco	1,074.21	
National Child Labor Committee	25.00	
World Affairs Council of Northern California	10.00	
Olympic Dinner Committee	80.00	
Beard for Senate Committee	200.00	
Total		5,186.21

LIBRARY EXPENSES:

Congressional Quarterly	$ 160.00	
Public Affairs Institute	27.00	
John Herling's Labor Letter	20.00	
AFL-CIO, Publications Department	121.25	
California State Printing Office	46.52	
Sather Gate Book Store	8.84	
University of Michigan Press	15.50	
Bancroft-Whitney Company	550.16	
Sales Management Magazine	10.00	
Building and Construction Department, AFL-CIO	.90	
West Publishing Company	116.91	
National Housing Conference, Inc.	10.00	
National Printing Association	10.00	
U. S. News and World Report	6.00	
Economic Statistics Bureau	12.00	
Rand, McNally & Co.	5.00	
Who's Who Historical Society	1.40	
Commerce Clearing House	558.57	
The Monitor	4.00	
Paul Elder's Book Store	11.34	
Sacramento Newsletter	50.00	
San Francisco Examiner	22.50	
East Bay Labor Journal	2.00	
Industrial and Labor Relations Review	6.00	
Town Hall	14.00	
McGraw Hill Co.	12.00	
B.N.A. Inc.	80.50	
International Confederation of Free Trade Unions	1.75	
International Labor Office	11.00	
National Citizens Council for Better Schools	2.50	
The New Republic	8.00	
Twentieth Century Fund	7.78	
The Reporter	6.00	
National Information Bureau	25.00	
Superintendent of Documents	300.00	
International Labor Press Association	25.00	
Wall Street Journal	24.00	
Associated Students, University of California	1.90	
Commonwealth Club of California	21.00	
California Association of Secondary Schools	12.88	
Standard & Poor's	484.00	
Public Affairs Committee, Inc.	4.14	
American Labor Educational Service	5.00	
National Labor Service	9.00	
Press and Union League Club	40.20	
Sacramento Bee	22.50	
Labor History	4.00	
Petty cash—miscellaneous purchases	5.08	
National Council on Agricultural Life and Labor	5.00	
Consumer Reports	5.00	
	$ 2,913.12	
Less: Refund from U. S. News and World Report	6.00	
Total		$ 2,907.12

MAINTENANCE EXPENSES:		
Control Equipment Company	$ 12.50	
Thermo-Fax Sales, Inc.	70.00	
Bell Typewriter Company	292.98	
Addressing Machine Co.	268.72	
Addressograph-Multigraph Corp.	226.11	
Auto-Typist Sales and Service	205.46	
A. B. Dick Company	18.75	
Pitney-Bowes, Inc.	308.97	
Milo Harding Company	120.00	
I.B.M. Corporation	164.11	
G. C. Leslie Co.	6.20	
Marr Duplicator Sales	45.00	
Audograph, Inc.	151.47	
Marchant Calculators	39.00	
Victor Adding Machine Co.	4.80	
Hyans, Curtis J.	23.50	
General Office Equipment	75.00	
Abbey Locksmith Co.	6.50	
	$ 2,039.07	
Less: Refund from I.B.M Corporation	35.00	
Total		2.004.07
NEWSLETTERS, ADVERTISEMENTS, ETC.:		
Garrett Press	$12,934.69	
News Publishing Sales Corp.	1,385.61	
AFL-CIO, Publications Department	15.00	
Transport Clearings	42.06	
Addressograph Machine Co.	45.76	
Sparkie's Special Delivery	2.61	
Total		14,425.73
OFFICE RENT:		
David Hewes Building—San Francisco	$14,480.00	
Office Building Associates—Los Angeles	3,360.00	
Total		17,840.00
PRINTING:		
Arts and Crafts Press	$ 422.19	
Garrett Press	5,119.65	
James H. Barry Co.	317.52	
Stover & Wilson	110.76	
Todd-Hadley Division	508.27	
Aldin Co.	21.84	
Golden Gate Press	145.60	
Transport Clearings	3.81	
Total		6,649.64
PUBLIC RELATIONS:		
Governor's Conference for Employing the Handicapped	$ 443.98	
Stuart Co.	398.33	
New Horizons Show of 1960	600.00	
AFL-CIO	169.00	
Lichtenberger-Ferguson Co.	200.29	
Sacramento Labor Council	43.52	
Allen's Photo Supply	263.87	
Trans-Bay Motor Express	17.78	
Finks, Harry—State Fair Day	758.35	
Hotel El Dorado	276.17	
Union Products Show, Los Angeles	500.00	
Shrine Exposition Hall	70.50	
Vial, Donald	21.00	
Bekins Van and Storage Co.	113.63	
Total		3,876.42

POSTAGE AND MAILINGS:		
John F. Fixa, Postmaster	$ 7,282.60	
Petty cash—stamps and postage	95.91	
Garrett Press	4.08	
Pitney-Bowes, Inc.	64.59	
Total		7,447.18
SERVICES:		
Galland Linen Service	$ 124.05	
Magnetic Springs Water Co.	77.79	
Allen's Press Clipping Service	107.80	
Bekins Van and Storage Co.	68.05	
Stuart Co.	110.02	
Alhambra National Water Co.	58.50	
Total		546.21
FURNITURE, FIXTURES, AND EQUIPMENT:		
Audograph, Inc.—purchase of two dictating machines	$ 749.55	
Ward Harris, Inc.—purchase of one dictating machine	420.56	
Total		1,170.11
STATIONERY AND SUPPLIES:		
Aldine Company	$ 162.36	
Audograph, Inc.	60.84	
James H. Barry Co.	2,104.18	
Blake, Moffitt & Towne	727.22	
Bostich Western, Inc.	13.34	
General Office Equipment Co.	171.40	
Golden Gate Press	525.27	
Kielty & Dayton, Inc.	452.81	
Milo Harding Company	96.20	
Morgan & Barclay Co., Inc.	308.16	
Photostat Corporation	260.81	
Petty cash—miscellaneous purchases	28.46	
I.B.M. Corporation	155.09	
Auto-Typist Sales and Service	41.24	
Thermo-Fax Sales, Inc.	56.34	
Duplicator Sales Co.	4.00	
Acme Visible Records	7.44	
Garrett Press	95.68	
Pacific Carbon & Ribbon Manufacturing Co.	21.71	
Star Office Supply Co.	68.84	
Schwabacher-Frey Co.	11.43	
Stationers Corp.	3.07	
Addressograph Machine Co.	26.93	
Mo Dorman	3.00	
Todd-Hadley Division	7.91	
Magnetic Springs Water Co.	8.02	
A. B. Dick Co.	9.71	
Pitney-Bowes, Inc.	7.28	
Addressing Machine Co.	28.91	
Addressograph-Multigraph Corp.	3.28	
Total		5,470.93
TAXES:		
H. L. Byron, Tax Collector, Los Angeles	$ 87.05	
Russell L. Wolden, Tax Collector, San Francisco	185.42	
Director of Internal Revenue	3,628.41	
California Department of Employment	808.17	
	$ 4,709.05	
Less: Reimbursements from California Labor Council on Political Education	186.94	
Total		4,522.11

TELEPHONE AND TELEGRAPH:		
Pacific Telephone and Telegraph Co.	$10,173.05	
Sacramento Labor Council—reimbursement	432.69	
Western Union Telegraph Co.	782.01	
Hollywood Roosevelt Hotel	2.66	
	$11,390.41	
Less: Reimbursement from Margaret Bergeron	2.05	
Total		11,388.36
GENERAL EXPENSES:		
Quality Electric Co.—telephone installation	$ 766.33	
David Hewes Building	21.91	
Railway Express Agency	19.71	
Sparkie's Special Delivery	33.53	
Petty cash—miscellaneous purchases	290.79	
Bekins Van and Storage Co.	99.40	
Swanlund's	22.57	
Central Labor Council of Humboldt and Del Norte Counties	130.00	
M. and G. Lock Co.	6.10	
King's Photo Services	178.97	
Benedetti's Flowers	160.60	
Golden Gate Press	8.32	
AFL-CIO	21.67	
Hector Abeytia	15.00	
Addressograph Machine Co.	11.52	
Burns the Florist	119.90	
Stuart Co.	13.00	
Winter and Co.	21.66	
Addressing Machine Co.	49.17	
Addressograph Multigraph Co.	1.50	
Blake, Moffitt & Towne	142.04	
Morgan & Barclay Co., Inc.	4.16	
San Francisco Planning and Housing Association	10.00	
Todd-Hadley Division	31.20	
General Office Equipment Co.	21.22	
Warfield Luggage Shop	19.93	
Hibernia Bank	5.50	
California Motor Express	3.28	
Petty cash—Christmas gratuities	505.00	
Vial, Donald—Christmas gratuity	125.00	
Morning Glory Caterers	17.35	
Transport Clearings	5.75	
Empire Manufacturing Co.	49.92	
Clerk, California Supreme Court	22.00	
Neibauer, Leo	6.00	
Total		2,960.00
SCHOLARSHIPS:		
Stanford University—Allene Downey	$ 500.00	
Regents, University of California, Berkeley—Don Manka	500.00	
San Francisco State College—Sandra Miller	500.00	
Total		1,500.00
"RIGHT TO WORK" DEFENSE FUND EXPENSES:		
George C. Lynn—settlement of Contract		2,500.00
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