

Proceedings

Fourth Convention

Long Beach, August 20-24, 1962

CALIFORNIA LABOR FEDERATION, AFL-CIO

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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 Fourth Convention

FIRST DAY

Monday, August 20, 1962

MORNING SESSION

Opening Ceremonies

The delegates were entertained while awaiting the Call to Order with an excellent musical program by the Long Beach Municipal Band, under the leadership of Charles Payne, conductor.

The Fourth Convention of the California Labor Federation, AFL-CIO, was called to order at 10:15 a.m. in the Municipal Auditorium by M. R. Callahan, chairman, Los Angeles County Federation of Labor Convention Committee.

This was followed by the presentation of the Flag by the Color Guard of the United States Naval Station, Terminal Island.

The Star Spangled Banner was then sung by Francis Barnes, a member of the American Guild of Musical Artists, accompanied by the Long Beach Municipal Band, Charles Payne, leader.

The Pledge of Allegiance to the Flag was led by Terry Barker, Boy Scouts of America.

Invocation

Chairman Callahan then presented Dr. Grover Bagby of the Southern California-Arizona Conference of the Methodist Church, who delivered the invocation:

"Almighty God, our Heavenly Father, bless all who are in this place today. Enable us to be wise in our judgments and understanding in our debates. Grant unity and strength to our unions and courage to our leaders. Help us to know that we are not angels, and our opponents are not devils but, rather, we are men together, bent towards selfishness, who need Thy goodness and guidance to do what is fair and right.

"Bless, guide and direct our President and all our national leaders, our Governor and all our state officers; and bless our native land, to stand for justice and mercy among all the peoples of the world. Amen."

Welcome to Delegates and Guests

Brief remarks welcoming the delegates and guests were presented by Miss Diane Olson, Miss Welcome to Long Beach;

Mayor Edwin W. Wade of Long Beach; Vice Mayor Bert Bond of Long Beach; W. J. Bassett, Executive Secretary, Los Angeles County Federation of Labor; Ernest E. Debs, Chairman of the Los Angeles County Board of Supervisors; Peter J. Pitchess, Sheriff of Los Angeles County; Richard Richards, State Senator, Los Angeles County; Chief of Police William Mooney of Long Beach; and George B. Roberts, President, Los Angeles County Federation of Labor.

Arrival of Governor Brown

Governor Brown entered the convention hall and, to a standing ovation, was escorted to the platform by the following committee appointed by President Gruhn: Samuel Otto, Chairman, Garment Workers No. 96, Los Angeles; Newell Carman, Operating Engineers No. 39, San Francisco; William T. O'Rear, Bakers No. 43, Fresno; Manuel Dias, Auto Workers No. 76, Oakland; E. P. O'Malley, Oil, Chemical and Atomic Workers No. 128, Long Beach; Ralph McMullen, Building and Construction Trades Council, Los Angeles; Robert S. Ash, Alameda County Central Labor Council; Gordon McCullough, Carpenters State Council, San Francisco.

Local Convention Committees

Chairman Callahan then read the names of members of the local convention committees and expressed appreciation of their efforts: Coy T. Black, Operating Engineers No. 501, Los Angeles; Gerald J. Conway, United Steelworkers of America No. 3941, Bell; Leroy Devereaux, Electrical Workers No. 11, Los Angeles; Steve Edney, Cannery Workers, Terminal Island; Wayne Hull, Chairman of the Exhibit Committee, Secretary of the Long Beach Building and Trades Council; Reid Humphries, Maritime Trades Department, San Pedro; James Kelly, American Guild of Variety Artists, Los Angeles; Ruth Miller, Amalgamated Clothing Workers of America No. 278, Los Angeles; Mary Olson Moran, Hotel and Restaurant Employees No. 512, San Pedro; John E. Myers, Long Beach Allied Printing Trades Council; E. P. (Pat) O'Malley, Oil, Chemical & Atomic Workers No. 128, Long Beach; William Pollard, Dining Car Employees No. 582,

Los Angeles; Orval L. Pierce, United Auto Workers No. 148, Long Beach; Clayton R. Smith, Hotel-Restaurant Workers No. 681, Long Beach; Morgan E. Whitaker, Retail Clerks No. 324, Long Beach; Spencer Wiley, United Auto Workers No. 509, Maywood; Ruth Ruday, Secretary of the committee.

Opening Business Session

Chairman Callahan then turned the gavel over to the convention's permanent chairman, President Albin J. Gruhn.

Albin J. Gruhn

President Gruhn officially opened the convention in these words:

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

"Honorable Governor Brown, President of the National Building Trades Department Neil Haggerty, Secretary-Treasurer Jack Weinberger of the Hotel and Restaurant Employees, other officials and dignitaries on the platform, I wish, on behalf of this Federation, to express our thanks for the wonderful welcome that you have given us this morning and also to thank the local committee which did the work to help make this convention and its facilities possible.

"As we gather here for this fourth convention of the California Labor Federation, AFL-CIO, we do so with a great sense of responsibility and humility, fully realizing the tremendous obligation that is ours—an obligation to our nation, our state and the membership of our respective affiliated unions to use our influence to strengthen and improve our democratic institutions and way of life.

"Our movement is truly a movement of the people, by the people, and for the people.

"In carrying out our obligation, we must strengthen our dedication to principle—we must have perseverance—we must be charitable.

"Labor, as represented by the California Labor Federation, AFL-CIO, depends upon all of us as delegates—yes, the grass roots of the labor movement—for its sustenance and strength. It is the vehicle of the affiliated membership to develop a unified statewide policy on matters affecting their welfare.

Objects and Principles of the Federation

"The objects and principles of this Federation are forthright and in language understandable to all.

"Let me review these objects and principles which will guide us in the deliberations which we have the responsibility to participate in and decisions we have to make during this momentous convention:

"(a) To aid workers in securing improved wages, hours and working conditions with due regard for the autonomy, integrity and jurisdiction of affiliated unions.

"(b) To secure united and harmonious action in all matters directly affecting the interests of the organized workers, giving recognition to the principle that both craft and industry unions are appropriate and that each are equal and necessary as methods of union organization.

"(c) To encourage all workers without regard to race, creed, color, national origin or ancestry to share equally in the full benefits of union organization.

"(d) To promote and maintain harmonious relations between employer and employee to the end that each shall recognize the rights of the other.

"(e) To create and give effect to a system whereby the affiliated organizations shall extend to each other moral and material aid when occasion arises.

"(f) To study economic and social conditions and to pursue policies aimed at effecting a more equal distribution of wealth and promoting full employment.

"(g) To secure legislation which will safeguard and promote the principles of free collective bargaining, the rights of workers, farmers and consumers, and the security and welfare of all the people, and to oppose legislation inimical to these objectives.

"(h) To use the good offices of this Federation to bring about the affiliation of all local unions in the state with their appropriate city central and department councils.

"(i) To protect and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.

"(j) To aid and encourage the sale and use of union made goods and union services, through the use of the union label and other symbols; to promote the labor

press and other means of furthering the education of the labor movement.

“(k) To protect the labor movement from any and all corrupt influences and from the undermining effects of Communist agencies and all others who are opposed to the basic principles of our democracy and free and democratic unionism.

“(l) To safeguard the democratic character of the labor movement.

“(m) While preserving the independence of the labor movement from political control, to encourage workers to register and vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the local, state and national communities.

“(n) To give constructive aid in promoting the cause of peace and freedom in the world and to aid, assist and cooperate with free and democratic labor movements throughout the world, in conformity with the policy of the AFL-CIO.

“These objectives and principles of organized labor in this state, as represented by this Federation, are good for our state, our country and for all of the freedom-loving people throughout the world.

“Let us in this convention develop a social, economic and legislative program which will complement the great tradition of this Federation.

Active Participation in Politics

“Then let’s back it up with active participation in labor’s political arena—the state, district and local Labor Councils on Political Education.

“COPE registration of voters must be given top priority by all of us between now and the close of registration on September 13.

“A maximum vote of the members, their families, and the friends of organized labor, comparable to that of 1958 when we defeated the misnamed Right to Work proposition, must be accomplished in the November general election if we are to once again turn back the tide of reaction in this state—a tide which is being spearheaded on this occasion by an opportunist who is all things to all people. California has a good Governor. With our help, Governor Brown was elected in 1958. He needs our help again if he is to continue to give leadership to progressive government in California. So do your part through COPE—labor’s political arm.

“I urge each and every delegate to

read the reports of your Executive Council and Secretary-Treasurer which were presented to you when you registered as a delegate to this convention. These reports will bring you up-to-date on the stewardship and activities of your officers for the past two years. The comprehensiveness of these reports, along with the 1961 legislative report of the Secretary-Treasurer, ‘The Sacramento Story,’ which was sent directly to your organization, gives you the full impact of the role this Federation plays in the economic and social structure of our great state and nation.

“Yes, we have a great responsibility to our members, their families and the community as a whole. With this in mind, let us get on with the business of this convention.”

Introduction of Governor Brown

President Gruhn next presented California’s Governor, Edmund G. (“Pat”) Brown.

Honorable Edmund G. Brown Governor of California

Governor Brown then addressed the convention:

“President Al, my old friend Tommy Pitts, Neil Haggerty, Mushy Callahan, the great State Senator from Los Angeles County Richard Richards, Ernie Debs and my fellow Californians. Three things:

“No. 1. A Governor has many fine things happen to him. He also has some things that cause him a great deal of unhappiness. But I want you to know that to me, in the four years that I have been Governor, walking down this aisle just a few minutes ago and receiving the warm reception that you gave me was one of the finest things that I have ever received in my life. And I want to thank you.

“2. I have in the last six months taken off 18 pounds. And I want you to know that any man who can take off 18 pounds in this ‘chicken and pea and mashed potato’ circuit should be re-elected by acclamation.

“3. I think you all read in the newspapers that I had a very, very pleasant weekend with a very distinguished visitor: the great man, the President of the United States, John F. Kennedy.

“I think you probably have read in the papers, too, that another candidate for Governor of California is approaching labor this year through the back door. He’s afraid to come here openly and ask you to

support him. And he should be, with his record of antagonism toward the labor movement—not only in California but in the entire United States.

“He is sending company executives in through the back door to intimidate the worker into signing a pledge card or reaching into his pocket for a contribution. Tommy Pitts calls this tactic ‘immoral and vicious.’ And I agree with you, Tommy, on that one.

“My opponent scurries through the back door because he knows that he cannot find a welcome at labor’s front door.

“Just for the purpose of the record, I want you to know that I came into this auditorium through the front door and I will leave through the front door, too.

“I’m proud to be here. I feel that I am amongst friends. And I come to you today with confidence—confident that the record of my administration deserves your militant support; confident that the record of Richard Nixon deserves your militant opposition.

Labor’s Many Services to the Community

“But let me tell you at the outset that I come here not to tell you what Pat Brown has done for labor. I’m here to tell you what labor has done for California’s 17 million citizens. And I am going to start by telling you that I disagree absolutely with my opponent’s position that labor is a special interest, a powerful and selfish force that sets itself against all other forces in our society. I disagree absolutely with my opponent’s position that government must stand constant guard over labor out of fear that labor is incapable of good citizenship. I believe rather that labor is a good and responsible citizen, and that labor recognizes its responsibilities to all the people and to every segment of our economy.

“I would look for ways to increase rather than diminish your opportunities for service to the community, the state and the nation. Nixon pledges himself to reform labor, not with a shotgun but a rifle. And I tell you that both are dangerous weapons in this man’s hands.

“If there is need for reform it is in Nixon’s thinking that labor is the natural enemy of management, that our economy cannot produce both fair profits and fair wages.

“My opponent has been away from California too long, and no one apparently has told him that labor and management in this state are equal partners in the most

dynamic economy in America. Nor has he been told that labor in California, far from being a special interest, operates consistently in the public interest. Earl Warren knew it, Goodwin J. Knight knew it—but Nixon refuses to believe it.

“Labor has always taken the position in Sacramento that legislation was unworthy of its support unless it was pro-labor and pro-Californian. If you fought for better conditions in our factories, you also fought for better conditions in our public schools. If you fought for a higher level of unemployment insurance, you also fought for a higher standard of living for our older citizens. If you fought intimidation of workers on a picket line, you also fought intimidation of the Negro or the Mexican American in the polling place. In brief, you have fought not only for improvement in the condition of labor but for improvement in the conditions of all Californians. And I as Governor of this state thank you for it.

California’s Record of Progress

“The record of the past four years, then, is not merely what Pat Brown has been able to do for California. Rather, it is what you and I and all of the other progressive forces have been able to do in California. It is a great record, and I know that you are as proud of it as I am:

“A system of public education that is 25 years ahead of the rest of the nation;

“Historic improvements in unemployment and disability insurance and workmen’s compensation;

“The first FEPC in the history of this state;

“A more secure life for the blind, the lame and the elderly and the widows;

“A minimum wage for women and children in agriculture;

“The first Economic Development Agency to bring new industries into California;

“The first office of Consumer Counsel to protect your families from fraud in the market place.

“Yes, we have done much together for many millions of our citizens. Together we have made California the best place in America to live and to work and to raise our children.

“But what are the costs? Have we been able to do all this and still live within our income?

“The answer is: Yes. There has not been one penny of deficit spending. All

four of my budgets have been soundly in balance. There has not been a tax increase in three years, and last year we decreased taxes \$10 million in the onerous sales tax on prescription drugs.

"And all of these things, my friends, have been done in the face of the greatest population growth an American state has ever known.

"We have met the essential needs of seventeen million citizens already here and certain needs of millions more who are coming. And today, as I talk to you, we have a cash balance in the bank at Sacramento.

The Record of the Opposition

"Now contrast this, if you will, with the fiscal record of my opponent. He was the second-ranking member of a national administration that had five deficits in eight years—and one of them the largest in this nation's history. Ask him to explain this the next time he prattles about economy and government. Ask him also to explain exactly where he intends to reduce the state budget by tens of millions of dollars. Is he proposing to cut unemployment insurance, classroom construction, pensions for the elderly? Does he intend to cut down on conservation, the establishment of our beaches and parks? Is he going to cut the salaries of our state employees? What would be chop out of the budget?

"I think all of you will agree with me that the voters of this state have a right to know—but Nixon isn't telling. And I shudder to think of the surprises in store for California if this man ever becomes Governor.

"Together over the past four years, I repeat, we have built a long and important record of achievement. I won't spell it out today, because you know it and you know it well. But I do want to call to your attention a new challenge which involves labor and which will have a major impact on the economic future of our state.

Governor's Committee on Automation and Technological Development

"Within a week I will announce an appointment of a 24-member Governor's Committee on Automation and Technological Development. Its purpose will be to attack one of the principal causes of the hard core of unemployment: automation. And your Executive Secretary, Tommy Pitts, is the real leader in this state in that project. He has been after

me, he has been after the legislature, he has been after everybody to do something about it. And this week we will announce this commission.

"I regard automation and its threat to maximum employment as one of the gravest issues confronting our nation today. California leads the nation in space-age technology, electronics and missiles. And this is certainly good. Yet it is absolutely essential that we prepare now for the certain effect automation will have in the years ahead.

"The challenge staggers the imagination and the intelligence of every person in this room—every person in this state, as a matter of fact. Hundreds of thousands of our youngsters now in our schools will earn their living in occupations that do not even exist today. But the challenge of the present is just as urgent as the challenge of the future. We must act and we must act promptly to retrain those workers who already are the victims of automation.

"We are, of course, now encouraging this with unemployment insurance for workers who are studying a second skill, and with the on-the-job training for apprentices. But we must do more. We must explore the industrial trends of the future. We must anticipate the skills our work force must have five, ten and even twenty years from today.

"This research will be a prime responsibility of this Automation Commission. Labor, of course, will have fair representation. And I am hopeful that this joint enterprise of labor, management and government will pay full dividends in full employment.

"One more thought. If state government has an obligation to retrain the victim of automation, it also has a real obligation to retrain the victim of a crippling injury on the job. Present levels of vocational rehabilitation are far from adequate. I promise you today that I will go before the 1963 session of the legislature with solid recommendations for retraining the disabled worker. But automation and rehabilitation are only elements of a larger question that plagues every industrial state in this nation: unemployment.

California's Economic and Social Gains

"Here in California the picture is brighter than in most of the other states. We had 6,300,000 Californians working in July. And this is an all-time record, and the record has been going up almost every

month.. And our rate of unemployment was down to 5.7 percent against 7.7 a year ago. But I am not content to settle for that. I don't happen to agree with our Republican friends that a little unemployment is a good thing because it keeps the labor mark loose. No. I would still commit every available resource of state government to the challenge of full employment whether the employment figure was five percent or four percent or three percent; and, in this area, as in many others, I am asking for your help—and I know that you will be there when I need it.

"I have spoken to you today of economic and social gains for California in which you and I have been truly working partners. We are proud of our work, I repeat, and we have a right to be. But the opinion is not unanimous. Richard Nixon disagrees. He calls education in California a 'boondoggle'—whatever that is. He calls pensions for our widows and for our elderly, and insurance for our workers a 'giveaway.' He doesn't think much of FEPC either.

"You name it. Mr. Nixon is against it. I can think of nothing that has been done in Sacramento in the last four years that Mr. Nixon would not undo—if he had the chance.

"Did I say 'four years'? You can add to mine the administrations of Goodwin Knight and Earl Warren. Not once has Mr. Nixon spoken favorably of the records of the past two Republican governors of this state. One must conclude that he thinks as little of them as he does of the Democratic governor who now stands before you.

Nixon's Negative Viewpoint on California

"And let me add this, too: Nixon not only refuses to acknowledge Earl Warren as a former governor of this state; he specifically ignores opportunities to defend him against the slanders of the John Birch Society. True, he defends former President Eisenhower and former Secretary of State Dulles against the crazy cry that they were 'conscious agents of the Communist Party.' But what of Earl Warren, the principal target of the hysterical Right, the Chief Justice, that the Birch Society would impeach, or worse, for having the courage of his convictions? Not one word in his defense from Richard Nixon. Not one single word.

"But that shouldn't surprise us. His silence on Earl Warren is in character, and

his wailing against all that is progressive is also in character, too. The man's entire public record stands in opposition to what you and I and other vital forces in this state are trying to achieve. And if you don't believe me, let me just for a minute look at the record.

"His votes in Congress as Vice President were 87 percent hostile to the men and women who work for a paycheck—87 percent. He cast six votes to restrict the rights of workers under Taft-Hartley. He cast another vote to remove a million voters from the protection of the minimum wage; eleven consecutive votes in favor of corporate interests against the public interests; five votes against housing for low- and middle-income groups. And let's not forget three votes against equal rights for all Americans, and the tie-breaking vote against federal aid for school construction and higher teachers' salaries.

"I don't intend this morning to run through the whole dismal catalogue. I have about 74 more days in which to do this. I'll just sum it all up by saying that if you were for it, my friends, Nixon was against it. But if Nixon's record shows a cynical disregard for the man and woman who work for a living, it also shows a total indifference to this state that he now proposes to govern.

"In all his years in Congress, Mr. Nixon was not the author of a single major legislative proposal benefiting California. And this is the state that he was sent to Washington to represent. Even then we rode the caboose on Nixon's Presidential express, and California is still riding that caboose, believe me. The polls show that he can't even convince members of his own party that he would not recognize his own draft for President in 1964. And that may be the reason that the polls show that he is losing to a fellow by the name of Brown in November.

"But let me tell you this, my friends, I am not kidding myself. We can't kid ourselves. We're in for the roughest, toughest political fight in the history of this state. In 1958 the Republicans sent out the former majority leader of the United States Senate. In 1962 they sent out a former Vice President. When are they going to give me a soft touch? Will you tell me?

"But don't misunderstand me. I am just as confident that we will win in 1962 as we did in 1958. But our work is cut out for us. We must carry the record. You must know that record, and then you must carry that record to your people, to

your neighbors, to all the people in this state. We must tell the people that California, soon to become the largest state in the nation this year, is also the first state in education, in economic opportunity and equal rights for all.

"When Nixon complains that California is a 'mess' we must tell the people that California is setting an all-time record in employment, in income and in profits too. We must tell the worker that the average factory pay in California is more than \$113 a week—far above the national average—and a gain of 16 percent since I took office. But we must also tell the employer that sales and production are also at record highs and that California ranks first among all states in new industries and new payrolls.

"I am having a little cross-country argument with another Governor, a man by the name of Rockefeller of New York, on that last point. But I finally think that he is coming around.

Registration Drive and Vote Turnout

"But we must do more than carry our record to the people. We must see to it, as Al Gruhn just told you, that Democrats are eligible to vote and will turn out to vote. The current registration drive could be the difference between success and failure on November 6.

"I told you that I am confident, and I am, that we will whip Richard Nixon. Because we have ideas and we have ideals for moving this state ahead, and because he has nothing to peddle but his own political ambition. We'll whip him because we are in the vanguard of the forward movement of the greatest of American states. We will whip him because we're right and he's wrong.

"Almost a year ago Nixon told the people that he would run for Governor because he was the only man who could save California. And I tell you today that we are the people who will save California from Richard Nixon.

"Thank you very much."

Union Label Week Proclaimed

Following his address, Governor Brown read the following statement:

"Our nation's economy rests on the ability of our working people to buy the goods and services which it produces. That ability depends on good wages, decent working conditions and job security.

"The American trade union move-

ment's history is one of striving for these things through collective bargaining. Its success has been in the interest of the working man and woman and of the economy as a whole.

"The symbols of this movement and of its success are Union Labels, Shop Cards and Service Buttons. In recognition of the importance of these symbols and the great contributions which they represent, the American Federation of Labor and Congress of Industrial Organizations have designated the week of September 3 through 9 as Union Label Week.

"It is my pleasure to urge all of my fellow Californians to join in the observance of Union Label Week in gratitude for the many benefits to all Americans which the trade union movement has achieved.

"Sincerely,
(s) "Edmund G. Brown
"Edmund G. Brown, Governor"

Greetings to Convention

Secretary Pitts then read a message of greeting, addressed to the President:

"Greetings and congratulations to the California Labor Federation, AFL-CIO, on the occasion of its constitutional convention. Your Federation has shown over the years that it serves not only its members and their families but the communities where they live and the entire nation. May we also convey our deepest gratitude to all the members of your affiliated unions for their splendid support of Labor's March on Cancer as part of your fight for the health of all people.

"Signed: Eleanor Roosevelt, Cancer Foundation, Inc., affiliated with the American Cancer Society, Inc., James Roosevelt, President."

Report of Committee on Credentials

Chairman James Blackburn of the Committee on Credentials reported for the committee. On motion by Chairman Blackburn, all delegates named in the printed preliminary roll of delegates were seated by the convention.

Chairman Blackburn then read the supplementary list of delegates. On his motion, these delegates also were seated.

(Note: See completed Roll of Delegates, pp. 290-299.)

Recess

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

AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:23 p.m.

Appointment of Committees

Secretary Pitts announced the committees appointed by the President to handle the business of the convention.

Committee on Credentials

James H. Blackburn, Chairman, Painters No. 256, Long Beach; Andy Ahern, Garment Cutters No. 45, San Francisco; Ivan Lee Buck, Lathers No. 252, San Bernardino; G. J. Conway, United Steelworkers No. 3941, Los Angeles; Claude Cox, Amalgamated Clothing Workers No. 55-D, Los Angeles; Virginia L. Davis, Central Labor Council of Butte County, Chico; Alfred R. Kaznowski, Electrical Workers No. 1245, Oakland; W. Loyd Leiby, Southern California District Council of Laborers, Los Angeles; Phyllis Mitchell, Office Employees No. 3, San Francisco; Paul E. O'Bryant, Motion Picture Cine-technicians No. 789, Hollywood; Anthony Scardaci, United Furniture Workers No. 262, San Francisco; William M. Sloan, Building Service Employees Joint Council of Southern California, Los Angeles; Edna Waugh, Hotel, Restaurant, and Cafeteria Employees No. 512, San Pedro; Ed Wilson, Sailors Union of the Pacific, San Francisco; Hartley L. Weingartner, Five-Counties Central Labor Council, Redding.

Committee on Constitution

Max Osslo, Chairman, Butchers No. 299, San Diego; M. R. Callahan, Bartenders No. 686, Long Beach; E. M. Cantley, Oil, Chemical & Atomic Workers No. 1-128, Long Beach; W. J. DeBrunner, Building & Construction Trades Council, San Diego; Fred Fletcher, Newspaper Guild No. 52, San Francisco; Herman Leavitt, Bartenders No. 284, Los Angeles; Ralph McMullen, Los Angeles Building & Construction Trades Council, Los Angeles; Terry O'Sullivan, Construction and General Laborers No. 261, San Francisco; H. T. Petersen, Operating Engineers No. 3, San Francisco; Burnell Phillips, Central Labor Council, Riverside; John Quimby, Central Labor Council, San Bernardino; Edd X. Russell, Actors Equity Association, Hollywood; Kenneth D. Severit, Federated Fire Fighters of California, Burbank; James Symes, Union Label Section, San Francisco; Larry Vail, California State Council of Retail Clerks, San Francisco; E. H. Vernon, Automotive Machinists No. 1546, Oakland.

Committee on Legislation

W. J. Bassett, Chairman, Mailers No. 9, Los Angeles; Robert Ash, Central Labor Council, Oakland; C. R. Bartalini, Bay Counties District Council of Carpenters, San Francisco; Robert F. Callahan, Fire Fighters No. 798, San Francisco; Manuel Dias, United Auto Workers No. 76, Oakland; Harry Finks, Central Labor Council, Sacramento; Leona Graves, Retail Department Store Employees No. 1100, San Francisco; Webb Green, Electrical Workers No. 11, Los Angeles; George Johns, San Francisco Labor Council; Harold Lackey, Building & Construction Trades Council, Bakersfield; Charles H. Marsh, District Council of Painters No. 36, Los Angeles; Everett A. Matzen, Butchers No. 364, Santa Rosa; Samuel Otto, Ladies' Garment Workers No. 496, Los Angeles; Hazel O'Brien, Waitresses Union No. 48, San Francisco; W. T. O'Rear, Central Labor Council, Fresno; Charles Robinson, Northern California District Council of Laborers, San Francisco; William F. Stumpf, Steelworkers No. 4113, Richmond; James J. Twombly, Operating Engineers No. 12, Los Angeles.

Committee on Rules and Order of Business

Newell J. Carman, Chairman, Operating Stationery Engineers No. 39, San Francisco; John W. Austin, Allied Printing Trades Council, Oakland; M. J. Collins, Electrical Workers No. 569, San Diego; N. G. Cordil, California State Council of Lumber & Sawmill Workers, San Francisco; Robert Costello, Plumbers & Pipe Fitters No. 38, San Francisco; Henry Hansen, Central Labor Council of San Joaquin County, Stockton; John L. Hogg, Building & Construction Trades Council, San Francisco; Alvin L. Holt, California State Association of Barbers & Beauticians, Los Angeles; George Mesure, Butchers No. 115, San Francisco; Jack McCormick, Central Labor Council of Sonoma County, Santa Rosa; C. T. McDonough, Cooks No. 44, San Francisco; Pat Somerset, California State Theatrical Federation, Hollywood; Isidor Stenzor, Ladies Garment Workers No. 55, Los Angeles; Earl Wilson, Central Labor Council, San Bernardino; Herbert Wilson, United Rubber Workers No. 44, Los Angeles.

Committees on Resolutions

T. A. Small, Chairman, Bartenders No. 340, San Mateo; Joseph Angelo, Steel-

workers No. 4113, Niles; Percy F. Ball, Construction & General Laborers No. 185, Sacramento; Joseph Christian, Los Angeles Building & Construction Trades Council, Los Angeles; Phil Deredi, Building Service Employees Joint Council No. 3, San Francisco; George Faville, Central Labor Council of Humboldt County, Eureka; Wilbur Fillippini, Building & Construction Trades Council, Santa Barbara; Charles Foehn, Electrical Workers No. 591, San Francisco; Armond L. Henderson, Central Labor Council, San Diego; Charles H. (Pop) Kennedy, Musicians No. 6, San Francisco; Kenneth D. Larson, Fire Fighters No. 1014, Los Angeles; Mary Olson Moran, Hotel, Restaurant, Cafeteria & Motel Employees No. 512, San Pedro; William E. Pollard, Dining Car Employees No. 582, Los Angeles; Melvin H. Roots, Plasterers No. 112, Oakland; J. T. Schiavenza, Machinists No. 1566, Oakland; Edward T. Shedlock, Utility Workers No. 160-0, Southgate; William Sidell, District Council of Carpenters, Los Angeles; De Witt Stone, United Auto Workers No. 509, Maywood; John Ulene, Sportswear & Cotton Garment Workers No. 266, Los Angeles.

On motion of the Secretary, the convention approved the committee appointments.

(The appointment of escort committees was announced from time to time. Members are listed at the appropriate point in the Proceedings)

Report of Committee on Rules and Order of Business

Chairman Newell J. Carman of the Committee on Rules and Order of Business reported for the committee, as follows:

Rules and Order of Business of the 1962 Convention

1. **Roberts Rules of Order.** The convention shall be governed by Roberts Rules of Order on all matters not provided for 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 recess 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 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 re-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 rise 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 major-

ity 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 interrupted. 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.

Rules Adopted

Chairman Carman moved the adoption of the report. Delegate Lou Goldstein of Fur Workers No. 87F, Los Angeles, spoke in opposition to Rule 6.

The committee's report was adopted by the convention, and President Gruhn dismissed the committee with thanks.

Arrival of Lieutenant Governor Glenn M. Anderson

At this time, Lieutenant Governor Glenn M. Anderson was escorted to the platform by the following escort committee: Harry Finks, Chairman, Sacramento Labor Council; George Roberts, Los Angeles Labor Council; Jack McCormack, Sonoma Labor Council; Charlie Robinson, District Council of Laborers, San Francisco; Armon L. Henderson, District Council of Carpenters of San Diego.

Message to Convention

Secretary Pitts read the following message addressed to the Secretary:

"I regret that I will be unable to be with you and the other State officers and delegates of the California State AFL-CIO Convention. I have every confidence that labor's combined efforts will successfully resolve the many problems confronting us all. I understand establishment of a liberal program in the field of labor legislation, full employment and economic gains for our members will comprise the major portion of the business of the Convention this week.

"My best wishes for a successful and productive outcome of your discussions on resolutions on these issues.

-s- Charles J. Smith
Vice President of the
California Labor Federation,
AFL-CIO"

Secretary Pitts announced that Vice President Smith was presently confined to the hospital.

Honorable Glenn M. Anderson

Lieutenant Governor of California

President Gruhn then introduced Lieutenant Governor Glenn M. Anderson, who addressed the convention as follows:

"It is a real pleasure to be here with you today and to have this opportunity to speak to you for a few moments about our state.

"Before I go into my talk, I want to say just a little bit about the coming election. I don't want you to think I am not aware there's one coming up. First, I want to say that I recognize that, in the 1958 election, had I not had your full support, I would not have been elected to my present position. And I tried to merit that support, both before and since that election. I feel confident that, with your full support, again, we are again going to have a clean sweep in California. I wanted to get that out, because I want you to know that I want your support, I appreciate the support you have given me, and I look forward to seeing you up and down this state in the next few weeks.

"Now, Governor Brown has already discussed the basic record which this administration has compiled in the past four years, and so there is no need for me to repeat that theme. Except that I would like to add my personal salutes to the sentiments he voiced regarding the wonderful support that you in organized labor have given in those programs which are for the benefit of all our people.

Labor's Programs Benefit All the People

"Whenever I hear or read in the press about labor being one of the so-called 'special interests,' I am tempted to remind the writer or the speaker that the labor movement, unlike some other elements in our society, has not approached government solely from the narrow and selfish position of 'what's in it for me?' Here in California, at least, the labor movement has correctly identified its own

best interests with the common welfare of all our people—and so you have provided vigorous and badly needed support and leadership for programs in recreation, in consumer protection—and I could go on and on—all of which benefit organized labor only to the extent that they make California a better place to live and work and rear our children.

"I think the organization of the electorate in special groups is probably healthy (in any event, inevitable under our system). But I think we can get into difficulty when these groups tend to take a too narrow and provincial view of government and to concern themselves only with those programs which are of direct and obvious benefit to themselves.

"Under our system, each of us has to look out for himself and his immediate family. But we also have to think once in a while about the other fellow and his family. I am very gratified that organized labor has been willing to use its great power and influence in behalf of all of our citizens, and I believe this needs to be better understood by those who read only of labor's demands and rarely or never of labor's contributions.

"The organized working men and women of our state and of our nation remain today in the vanguard of those who are struggling to improve not only our standard of living, but the quality of our civilization.

Organized Labor Leads to a Better Life

"Organized labor's historic mission in this country has been to lead the common people to a better life, not only in the sense of higher wages and better working conditions, but also in the matter of better schools, better homes and better communities.

California's Great Future

"This brings me to the topic which I should like to discuss with you today: The future of California and labor's role in that future. Now, I have not been given the gift of foreseeing the future, and in a world as explosive and tense as this one, none of us really knows what tomorrow will bring. However, I should like to review with you what some of our experts foresee in the next few years.

"Many of you here in this room probably did not know the California that existed before World War II. But, as a native son, let me assure you that it was a much different state from the one we oc-

cupy now. I can remember, for example, riding over here to Long Beach from my own town, Hawthorne, a few miles over here, through miles and miles and miles of open agricultural country. And when you got over here, you could park within walking distance of the beach, all day, free. Now, I don't have to tell you that that isn't true any longer. And what has happened between Hawthorne and Long Beach has been happening all over our state—although not always in the same degree, of course.

"A population of six million people has soared to 17 million in just 20 years. And the experts tell us that this population will climb to 25 million within the next 12 to 14 years, and ultimately may perhaps go as high as 50 to 55 million people.

"That would give California alone a population as large as France, larger than England or Italy. The people, then, are coming. But what are they going to do when they get here?

"Well, first of all, they must earn a living, and we hope and fully expect that it will be the kind of living which we think of as appropriate to California. We surely do not want a population of 25 to 50 million people scrambling to scratch out an existence by competing with each other for low paying jobs.

California's Skills Basis of High Living Standards

"Perhaps the past can give us some help here. Today 17,000,000 Californians enjoy a far higher standard of material living than six million were able to achieve two decades ago. And going back a bit further into history, a few thousand Indians once lived a very meager existence in this state on the same land that now supports those 17 million Californians.

"Well, why? You know the answers—science, technology, craftsmanship, skilled labor, education. A handful of skilled AFL-CIO journeymen can build a far better and more comfortable home today in a fraction of the time that it would have taken a large number of men to do the same job a few decades ago.

"Looking ahead to the future, then, we foresee that there's almost no limit to the material wealth that man can create through the application of science, organization and craftsmanship. The 25 million Californians who will live here 10 to 12 years from now will be able to enjoy a more abundant material life than our 17 million do today—provided only

that we are wise enough to look ahead and to do the necessary planning and the training for that future.

California's Lead in Defense and Space Research

"One reason that California today enjoys a per capita income well above that of the national average is the fact that we have been able to attract to our state some of the most competent and intelligent workmen. As you all know, a prime basis for our economy is the fact that California today receives almost one dollar in every four spent by the federal government for defense. And what's more, this ratio is rising rapidly, from 13 percent during the Korean War to roughly 24 percent today.

"And even more dramatic and probably more important to the future of our state is the showing that we in California are making in the new fields of research and development, primarily for space probes like those being conducted by our astronauts.

"California is currently receiving 41.34 percent of the six billion dollars being spent by the federal government alone in this field. What this means, actually, is that we in California are receiving almost as much as all of the other 49 states of our nation put together. And the current estimates are that, in the next decade, the total bill for this kind of activity may well exceed one hundred billion dollars.

"In short, if California maintains its present preeminence in the sciences, we can fully expect to receive at least 40 billion dollars in space contracts from the federal government—even if all cold war spending were to stop tomorrow, and even if we were not to continue to increase our share of the market.

"In fact, of course, the cold war is not likely to stop tomorrow, and California is not likely to stop increasing its share of either defense or space business. That is, unless we were to decide in favor of cutting back on our higher education, on all education. Because, make no mistake, the reason we are getting this business now is not our golden sunshine or even the cordial relations that exist between our Governor and our President. It's because we have attracted the world's finest scientists and technical people to California, to a great extent through our great system of higher education.

"Proof of this lies in one fact—again supplied by the federal government.

Second to California in winning defense contracts is the state of New York, with 12 percent. Third is the state of Massachusetts. Why? Because California has the best public system of higher education in the nation. New York runs second by a considerable margin, and third place Massachusetts, with Harvard and M.I.T. has the best private system.

"Let me illustrate this point by quoting from an editorial the San Francisco Chronicle printed only last month:

"Scientific engineering and technical brainpower, labor skills and know-how, primarily influence the placement of contracts in a particular region,' says the Defense Department. It refers, of course, to the clustering of industry around centers of learning in the San Francisco Bay area and in the Los Angeles Area.

"Brainpower brings defense billions to California. No industry can afford to overlook this fact—or to stint its support of private and public universities.

"California is experiencing the astonishing results of the great westward shift of culture. Not just in physical numbers is this the greatest migration in the history of man; it is the greatest, also in intellectual resources.'

"And your state government endorses that editorial 100 percent.

Proposition 1 A to Maintain Superior Education

"I think perhaps this might be the proper time for me to tell you that I think one of the most important things coming up on the ballot in the coming election is Proposition 1A, the \$270 million bond issue that the legislature put on the ballot, 80 percent of which will go for higher education needs in California. I feel this is a must.

"Indeed, I believe Secretary of Defense McNamara pretty well summed this matter up recently when he said, after some prodding by some legislators, senators and congressmen representing other states, that California gets the largest share of defense contracts because 'that is where the brains are.'

"Now, not all of us, of course, are going to work in glamorous 'think factories.' But the people who do, tend to be pretty good citizens and pretty good customers. They are, by and large, fairly well paid. And they buy houses and automobiles and air conditioners, and, incidentally, pay taxes. And this helps keep the rest of us working.

"Let me put this another way. Only 20 years ago, one-half of the products that you will find in any supermarket today did not exist. These products had to be invented or created in order to be manufactured and sold and consumed.

"Or let me put the same idea in another form. Within the past 50 years there has been a greater revolution in the way men live than in all the previous 4000 years of recorded history. Most of this has come about as a result of the spread of education, investment in research and the application of science. But of all the scientists who ever lived, 90 percent are living and working in our libraries and laboratories today. This means that well within the lifetime of most of us here, there is going to be an even more rapid acceleration and change than we have experienced thus far. And these changes are probably coming whether we like it or not. Our job, then, is to see to it that our people share in and enjoy the fruits of this progress. And this is where I feel that those of you in organized labor and those of us who are in government must continue to work and plan together, even more closely than in the past.

Automation Should Bring Benefits

"We want automation to be a blessing to our working people, not a curse. We want to use our knowledge and our machines to relieve man of toil and to increase his stature, not to rob him of his job and his dignity.

"We welcome the new millions of people who will be coming to our state; and we would hope that they will have the opportunity to enjoy all of the good things about California that we enjoy—the fine beaches, the beautiful mountains, the clean and comfortable communities. And we don't accept the idea that increasing quantity automatically means decreasing quality.

"Now all of these things are easier said than done. The fact is that we are going to have to think and work very hard, on the job, in our unions, and through our elected leaders if we are to achieve these ends.

"There is nothing, for example, which guarantees us that the coming of automation, for instance, will not tend to create a more or less permanent class of unemployable men and women tending to depress wages and raise taxes for everyone. Indeed, the persistence of what has been called 'hard-core unemployment' in

recent years tends to indicate that we are not yet really solving this problem.

"There is nothing which guarantees us that our beaches and parks won't simply be overrun by too many people, or that our schools won't be forced to lower rather than raise their standards, or that the very air we breathe won't become more and more polluted by contaminants.

"We will meet and lick these problems only to the extent that we are able to intelligently identify and debate them and then act.

"In the last analysis, because this is a democratic society, the people themselves will decide. Those of us in government will do as the people wish, or suffer being replaced by someone else who is responsive to the people's will.

"I sincerely hope, therefore, that when you leave this great convention you will go back to your unions and your jobs and your families and give some thought to these questions. And I am sure that you already have. I hope that you will talk about these issues with your friends and your associates. I hope you will resolve, in your minds, the kind of state that you want California to become. For, given a clear and direct mandate from our people, we can make the future something we all hope for and strive toward rather than the reverse.

"Again, best wishes for a most successful convention. I'll be seeing you on the highways and byways in the next few weeks.

"Thank you very much."

Glenn S. Dumke

Chancellor of California State Colleges

President Gruhn then presented the Chancellor of California State Colleges, Glenn S. Dumke, who delivered the following address:

"Thank you for inviting me to be with you today. I have had many contacts with members of your organization. Mr. Tommy Pitts is a member of the State College Board of Trustees and is therefore one of my bosses, as is also Lieutenant Governor Anderson. George Johns and Sam Eubanks I have worked closely with in connection with their posts on the Advisory Board of San Francisco State College when I was at that institution.

Labor's Support of Education

"There have been many close ties between labor and education through the years and I would like to use this op-

portunity to talk about some of them. We are now seeing new developments and new problems in our national life that affect both labor and education. Therefore this is a good time to review our mutual interests and to attempt some predictions about the future. Labor has a large stake in education. There are things that we do for you, other places where you help us, and there are additional items on which we should be working together. I will mention some of these today and also describe one program now under way in the state colleges that is of special interest to your organization.

"Historically, the unions have always been among the strongest supporters of public education. Both by word and by deed you have given substantial help. You have come to our aid in times of crisis. No group has done more to support the requests made to the community for the financing of educational projects. Labor has also joined us in the drive to obtain proper salaries for teachers and has done much to point up this need.

Unions and Community Welfare

"Not only have the unions been concerned about the educational services in the community, but have also pushed hard for services in other fields. You have been interested in improved municipal government, and on a state and national basis you have worked for such diverse things as highways, recreational facilities, and social welfare programs. I understand that recently you have also been interested in something called Medicare—but you ran into another pretty strong 'union'.

"Clearly the unions of today are working for other things, in addition to wages and hours. It has long been recognized that a man is much more than a highly talented machine. He not only lives and breathes, but he thinks and feels. Each man has his own complex arrangement of hopes, desires, and needs. In recognizing this, labor has been concerned that each man have the opportunity to develop and fulfill his own special interests—that he have a chance to become an all-around man as he realizes his various dimensions.

"Why has labor been the traditional friend of education? Part of the answer is that organized labor has seen education as a means of adding to the skill and knowledge of workers so that they would be capable of performing more responsible tasks. There was also the desire to give one's children the opportunity for

more education than had been available to the father.

"Underlying all of this was the conscious or unconscious desire to see the ideals of democracy fulfilled. In the spirit of Andrew Jackson the early labor leaders were determined to win a place for the laboring man in the direction of community affairs. They wanted to give him a real chance to become aware of and enjoy the good things of life. And fundamentally they sought to eliminate the sharp class distinction that characterized the age of feudalism.

"History tells us that the goals of these leaders have been achieved in our country to a degree that no other nation can boast. It is no accident that the United States has emerged as the greatest example of the free society. We are all indebted to these men for the part they played in the shaping of a society that gives the lie to communism. We are thankful for their contribution in the building of an economy that stands as living refutation of the theories of Karl Marx.

"It has been said that in America today the tanned young man dressed in the continental suit driving along in his Thunderbird convertible may be either a carpenter or a millionaire. This is true and this is good. Similarly the president of the local school board or the trumpet player in the community orchestra or the chairman of the county Red Cross drive may be either a union member or an heir to a great fortune. This mix of persons and activities is what has given our country its strength and vitality. And education, because it opens doors and gives people a chance, has been a key element in our greatness.

Today's Need for New Skills

"Today, the great need in the training of workers is to match the requirements created by fantastic progress in science and technology. Never has there been so much need to master new skills and new techniques. The unbelievable developments in electronics, for example, have outmoded existing procedures and established a demand for new types of talent. Almost every occupational group has felt the impact of scientific progress in some way. And change is accelerating—not only will developments come faster, they will be more sweeping in scope.

"Ewan Clague, Commissioner of the Bureau of Labor Statistics, has said that changes will be so rapid in the future that virtually every professionally or tech-

nically trained man will need to return to school at least two times during his working career. Education will be playing a bigger role in our society whether a man actually leaves his job for six months or so for this catch-up training or whether he attends school part-time while continuing to work.

"Not only will the average job require more knowledge and skill—at the same time the proportion of unskilled jobs will steadily decrease.

"The factors that I have mentioned point in one direction. They indicate clearly that we will need more education in the future. New programs of all types will have to be established—from on-the-job training to collegiate master's degrees—some in subject fields that are entirely unknown to us now. It is also apparent that the business of education must achieve new flexibility and versatility to keep pace with changing needs. Otherwise we will not be able to serve properly the interests of labor or industry, or those of the community and the individual citizens.

"In many aspects of our national life we are, despite big government or perhaps because of it, stressing the worth of the individual as never before. Clearly this emphasis is due in large part to the self-assessment that has been forced on us by the growing power of Soviet Russia. When we look at our own society, we see that our ultimate advantage over communism can be found only in one place. That place is the individual. We believe that our national position can be maintained through the workings of our American system—a system that is built on individual freedom, individual responsibility, individual opportunity, and individual initiative and enterprise. The controlled use of human resources as practiced by the Russians is in some ways more efficient than our approach. And it produces certain results. However, we are confident that our system will outmatch the Soviet's because Americans, as individuals will be more creative and conscientious, more ingenious and productive.

The American System and Education's Goals

"We must encourage the full development of each person's abilities and we must seek to provide the opportunities for each person to apply his abilities in the most constructive manner. Our success against our foreign rivals will be

directly related to the degree to which we can achieve this goal.

"Secondly, the development and use of abilities apply not only to the individual's role as a wage earner but also to his role as a citizen. Historically, unions have wanted their members to become informed voters and also to take a place in the direction of public affairs. The will of the people is still the basic factor in the determination of public policy, both in Washington and Culver City, and we must keep it this way. But citizens must have knowledge of public issues if our system of government is to function properly.

"It is said that totalitarian governments can move faster than ours because the support of the people does not need to be obtained before actions are taken by the leaders of the country. Obviously the ability of our nation to act in an effective and timely manner depends to a large extent upon the understanding which our citizens have of world and domestic problems. The list of major issues is staggering. It includes our nation's position in world leadership; the task of establishing ourselves as successful competitors for world markets; the rendering of assistance to under-developed nations; the functioning of our economy, including the task of holding unemployment to a minimum; the basic social problems of our society, including the reduction of racial barriers; the problems of urbanization; and the maintenance of individual freedoms and democratic procedures.

"Our citizens should have some knowledge of all these subject and still more. This is the job of education and of the other responsible segments of our society. I know you have accepted it as yours.

"Our colleges, along with other educational organizations, have still a third major opportunity to assist the growth of individual persons. In addition to preparing them for occupational and citizenship activities, schools and colleges can aid the development of personal interests that enrich the life of the individual. People are looking for rewarding activities outside their jobs. They are asking themselves how their personal lives can be made more meaningful. For some the answer is community betterment projects; others turn to art, music, or literature. Again education can give a person a sampling of such pursuits and provide the background which encourages the individual to move out on his own.

"To summarize this first part of my

talk—I have suggested that labor has three main interests in education; first, the development of occupational knowledge and skills; second, preparation for citizenship; and third, the obtaining of a background for creative and cultural pursuits.

"This three-way pattern of interests produces the all-around man—a self-sufficient, constructive individual who partakes of and contributes to life in his community in a variety of ways. It is our task in education to help kindle and light the fire so that each man who cares to do so may continue his own self-development throughout his lifetime.

California's Outstanding State College System

"The state colleges of California are the largest system of four-year colleges in this nation and the second largest in the world. We have 16 colleges, two more in the planning stage, 108,000 students, nearly 6,000 faculty members. In our organization during the last four months we have been occupied with the question of forming a statewide council which would represent the faculty members on all 17 state college campuses. In working with the faculty at San Francisco State, and as a result of my assignment as a member of the Master Plan for Higher Education Survey team, I concluded that the state colleges should have a body consisting of representatives selected by the faculty of each college to participate in the formulation of policies for the entire state college system. The state colleges have had nothing like this in the past.

"One of the first actions I took upon entering my present job—nine days after I took office, in fact—was to appoint a group of faculty members and college presidents to study this matter.

"The reason for reporting on this subject to you today is that the American Federation of Teachers has maintained an active interest in the steps that are being taken to form such a body. Therefore, I will mention briefly the progress that has been made and also describe some of my own views concerning the operations of this organization.

"First it should be said that each college now has an operating council or senate of its own. Some of these are functioning in an effective way; others need to be strengthened or broadened so that they will truly represent the faculty members of the particular college. It is proposed that these local bodies be retained.

Role of Statewide Faculty Council

"Last month the committee appointed to study the proposed system-wide council presented its report in a conference which included the faculty council chairman from each college and the college presidents. After considerable discussion, the committee's report was unanimously approved by all present. It was agreed that additional steps be taken to plan the structure and operating procedures for a statewide faculty organization. A detailed final proposal is to be given to the Trustees of the State Colleges in December of this year. However, before this is done, the faculties of each college are to be individually consulted so that they may express their views and advance alternative proposals if they so desire.

"The report adopted in July by the faculty council chairmen and the presidents states that the three principal purposes of the proposed body are as follows:

"1. To provide the state colleges with a wide base for the development of system-wide academic policies.

"2. To provide the Chancellor with a recognized source of faculty advice and recommendations on policy matters, and

"3. To give the faculties an avenue for participation in the development of system-wide policies.

"The report defines the word 'faculty' in a broad sense, so as to include both teaching and administrative faculty members. Participation in the development of policy means the privilege and responsibility for setting forth a point of view, with assurance that all points of view that are expressed will be fairly and honestly considered in the resolution of problems. It is agreed that such participation must take place before a policy decision is made.

"The Chancellor is expected to enter into discussion with the faculty representatives in connection with formulation of all academic policies.

"Finally, it is stated that the autonomy of individual colleges is recognized and that the body should concern itself only with matters that are applicable to all campuses.

"These are the general principles that will guide the development of our system-wide faculty organization. I think we have made a good beginning.

"It is my own belief that faculty members should be involved in a real way in the determination of policy. This is not proposed as window dressing or as a device

to keep faculty members quiet. It is based on the conviction that participation will turn loose the creative energies of individual professors, both in helping to formulate the plans of the state colleges and in pursuing their own teaching assignments. Its object is to draw into the process of policy formulation not only those individuals who seek power and influence over their fellows and who normally concern themselves with academic politics, but also, and most importantly, to involve the great majority of the faculties—those who do not ordinarily participate in such matters.

"One cannot expect a man to give his best unless he feels he is a meaningful part of the overall operation.

"We must maintain a climate where individuals speak up and contribute their ideas. Certainly there will be conflicts and differences of opinion as problems are discussed. But when a free exchange and competition of ideas can be established, decisions tend to be made on the basis of what seems to be most practical and most sensible to the whole group rather than on the basis of what just a few people think is best.

"At the same time, as faculty participation in policy-making is being developed, we also must maintain a clear understanding of the functions and responsibilities of the Board of Trustees, the Chancellor's Office, and the college presidents. We cannot expect any person in one of these positions of leadership to operate successfully if he is hobbled by too many administrative restrictions and procedural red tape.

"As they become better acquainted, I believe that all groups in the state colleges will come to recognize that they share the same objectives. I am also confident that there will be a common understanding of the general broad framework within which the state colleges must operate. But within this frame I hope that we shall always have vigorous differences of opinion as to how objectives should be attained. We want our colleges to be alert and vital. You don't have much life in an organization where a small group of persons try to do all the thinking while everyone else can only nod his head in agreement.

"Nor will we have dynamic colleges unless the persons in the different positions in a college are able to perform their role in an appropriate manner. If a college president comes to believe that he should function principally as an advisor or consultant to the college, or worse still, as a

mere enforcer of policy which he has had little or no part in formulating, he will not be able to stimulate or challenge the teaching faculty members as he should. If the teaching faculty members try to assume the role of the president and end up making administrative accommodations in their own programs before they are ever proposed or tested, then we will have had a double failure.

"Good organization results when high expectations are placed on a person or group by another person or group. Also, an organization is usually headed for trouble if its structure is such that no individual or unit has enough power to challenge the one predominant person or group.

"Finally, it should be recognized that a faculty council has all of the virtues as well as the shortcomings of a large committee, which it is. Professors are not particularly more successful or less successful than other types of persons who attempt to transact business in a large meeting.

"The point is that no one should really expect a large group to be fast-acting, creative or particularly progressive. Research in social psychology indicates some rather universal behavior patterns for groups of all types. As is often the case, these findings substantiate things that we have all learned in our own experience. In short, groups must function as groups. They simply cannot be executives. This is because they are usually slow in making decisions, because there is not opportunity for even the majority of members to maintain sufficient familiarity with the outside factors which must be considered in administrative decisions, and because there is no one person in whom to fix responsibility.

Faculty Council on Each Campus

"So, realistically, it must be concluded that our colleges will function best if there is a strong faculty council and a strong president on each campus. The same rule applies to the statewide faculty organization which we are now contemplating.

"One additional point—as I mentioned earlier, our colleges have each a substantial degree of autonomy. We are establishing this form of organization because we believe it will encourage the exercise of initiative and responsibility on each campus and give us programs that are tailored to the needs of the local communities.

"This will mean that the directions taken by the individual colleges will be different. Some will choose an open approach, others may be more restrictive. The actions of some colleges may please you more than those of others. We ask you to criticize our programs when you feel this is indicated. But we also ask you to examine the overall accomplishments of all the colleges and to judge us on that basis, too.

Organized Labor's Part in Solving Problems

"In closing I would like to suggest some areas of mutual interest where organized labor and the state colleges can work together in solving problems of great concern to California.

"1. The state colleges are the major source for the training of industrial arts teachers for the secondary schools of the state. Closer alliances between your groups and the state colleges should be created so that courses of instruction can be continually modified to keep up with changes in technology.

"2. Apprentice training programs are for the most part operating on a solid footing. But again there is need for constant attention to assure that both the selection and the training of apprentices is in tune with the changing nature of the various trades.

"3. The drop-out problem in the high schools—and increasingly we will be concerned about the same problem in the junior colleges and the colleges—is a matter of great significance to our society. We need to work together and with other groups to hold drop-outs to a minimum—toward the goal of the full development of each person's talents.

"4. There has been a great deal of talk about retraining programs to provide new skills to individual workers displaced by technological advances. But there has not been much action. I believe that we can and should work to find sensible answers to this problem.

"The American dream of education for all has now moved to the college level as scientific progress creates the need for greater job knowledge and as parents seek to give their children a better opportunity in life than they themselves had. As more and more students seek to enter college, the question is being asked, 'How much education can the state afford?'

"In Los Angeles - Orange County area the total enrollment in the five existing state colleges approximates 22,000 stu-

dents. By 1970 the estimated total will be 77,000—an increase of 350 percent in just eight years.

“If we are to provide educational opportunities for all of these students, it can only be done with the continuing support of the voting public. In the June election, Proposition 3 was defeated. Proposition 1-A is now on the ballot for November to provide the bonds for building needed classroom spaces.

“It is clear that organized labor has a great stake in education. We in the colleges pledge that we will be constantly alert and responsive to your needs, interests, and to those of all the people of the state.

“We need your advice and counsel in designing and maintaining the type of program that will be best for California. We need your support to obtain the financial resources required to give your sons and daughters the opportunity for a first-class education.

“I know the kind of effective push that your organization can give to a deserving measure. I offer Proposition 1-A to you as an issue worthy of your full support.

“It has been a pleasure to be with you. Thank you very much.”

Arrival of A. Lee Oder Commander, The American Legion Department of California

A. Lee Oder, Commander of the American Legion, Department of California, having arrived, he was escorted to the platform by the following committee: C. J. Hyams, Chairman, Bill Posters No. 32, Los Angeles; Henry Clemens, Typographical Workers No. 174, Los Angeles; Joseph Dunphy, Pictorial Painters No. 831, Los Angeles; M. R. Callahan, Bartenders No. 686, Long Beach; and Bernal Phillips, Riverside Central Labor Council.

Omar Abdi, President Somalia Labor Confederation

President Gruhn next introduced Mr. Omar Abdi of Somalia, President of the Somalia Labor Confederation, presently in the United States participating in the foreign leader program of the U. S. Department of State.

President Abdi addressed the delegates in Italian, which was interpreted as follows:

“Mr. President, brother delegates, I am happy to be present among you today on this occasion. I first of all wish to bring to

you the salute of the workers of Somalia and my own personal greetings. Workers are the same all over the world. At the present time I am a guest of your State Department, and this has been a momentous occasion for me, an unforgettable occasion, as I have had the opportunity to meet with your governor and many other officials of your state and leaders of your union. This is not a time for speeches. I only wanted to bring you my greetings and those of the workers of Somalia. So I only thank you and I give you my best wishes for success in your convention. Thank you.”

C. J. Neil Haggerty

President, Building Trades Department of the AFL-CIO

President Gruhn subsequently presented C. J. Neil Haggerty, President, Buildings Trade Department of the AFL-CIO, who in turn addressed the convention.

“Mr. President, Secretary Pitts, officers and delegates of this convention.

“Let me first express my appreciation to the President for his nice introduction, and particularly my deep gratitude for your warm reception. It's very pleasant to come back home again, to sit on this platform and watch this great body of delegates convene for the very important business of this convention.

“It has been my pleasure to be a delegate to the old State Federation and now the new merged Federation, since 1934. I've watched this Federation grow in size, in stature and accomplishments. I am pleased that I had a small part, along with many delegates here today, in helping to make this Federation grow, to accomplish the things they have in behalf of this great state, this nation, and the people whom they represent.

California's Outstanding Labor Legislation

“I think California is recognized as the outstanding state in the union, in the way of good legislation in behalf of those who produce and create the wealth of this great state, and that's the workers of California. It's recognized as having the best protective laws, the best legislation for the various requirements of the worker, and the best administration of those laws—which is equally as important as the enactment of laws.

“So, this state has grown rapidly, and I think with it has grown this state body. I recall in 1936 when I became President,

in between the terms, and then elected in '37 in this same building—not in this auditorium, but the smaller one behind here—at that time, I think we had—oh, about 230,000 affiliated membership on a taxpaying basis. If our figures are correct, today I think you show on your books about 800,000 taxpaying members of this Federation. And even if you allow for the smart secretaries who don't always make the honest returns, you still have a fine representation.

Federation's Accomplishments Recognized Everywhere

"This Federation is recognized, not alone throughout the country, but in the entire world, for its accomplishments. The things it has done over the years to preserve itself, that it might go forward, and progress in behalf of this great state and its people, are written in the record for all to see and all to read. I am sure that, as time goes on, that record will better itself with your new aggressive administration you have at the present time. I am positive that you can go no place except forward, because you don't know how to step back.

"Over the years, we have had—oh, all sorts of attempts made to destroy the potency and the effectiveness of this Federation—without success. Going back, we had two 'Right To Work' measures on the ballot. We had 'hot cargo' on the ballot. We had all of those things on the ballot, but thanks to the strength of this Federation, the intelligence of the delegates who took part in deliberations, and the support they threw behind their officials in conducting those campaigns, the necessary action was taken and the record was written. And to you, the delegates here, and those who are not here but were here in those days, must go the full credit. So, it's always a pleasure for me to go around the country and compare federations and states. And I am sorry that I can't report more federations throughout this great country in this same category, with the same potency, the same aggressive, intelligent leadership we have in this particular body.

"Even more than that, the support given to the officials is the most important. One of the things I shall always cherish is the complete confidence and support I received from the unions of this Federation over the many years I served you, and the help they gave. Without that help, we could not have succeeded, legislatively or vote-wise, on measures on the ballot. We had to have the full support of

our unions. If it was a question of money, we got money. You gave it to us for the purpose of defending the progress we had made and bettering our position at every possible turn of events.

"That's always something nice to think back on. And I couldn't miss coming here to have at least visited with you for a day or two after being here all these years in this state, and working with all these unions and their officials all these years. I just could not think of not coming out. I probably shouldn't have taken the time, but time will always hold.

"I recall, I just came back from Berlin, a meeting of the ICF TU, to which I was appointed by President Meany. From there I had to go to Chicago; from there to Toronto and so forth. I have been quite a bit away from my desk, so possibly the General President may say, 'He isn't around here very much. Apparently we don't need him.' Maybe he will. If he does, I'll come back home again.

"In the meantime, the comparison I have to make is probably unfair in numerous instances, because of the fact that the states didn't have this great mass of people to work with.

"Now, the growth of this state; this federation has kept pace with that growth. And I sincerely trust they will continue to give their energy, their time, their talent to make this federation ever larger. Because this state requires it. And you can't step backward. You must go ahead. You can't stand still.

"You are threatened today by candidates for office who, in my judgment, would probably set us back 10 years or longer if they could. You have got them in Congress, who are insisting upon legislation being heard and enacted to stymie the potency of the trade union movement in all possible ways, in the fields of politics, economics and organization. That requires eternal vigilance, and all of us here know that. I know that, when I speak to this delegation today, I'm not listed on your program; I came here, and your chairman was kind enough to give me the opportunity to at least express my greetings to you and to say 'hello' to my many friends, whom I have had the pleasure of meeting in this short space of time.

"So, may I just close with the hope and wish that you continue to go forward as you have in the past, under your new, vigorous leadership; that this state will still be the outstanding state, not alone in population in general, but in the trade

union movement. And I am sure that's the way it will be. So, good luck."

A. Lee Oder

Commander, The American Legion
Department of California

President Gruhn next introduced A. Lee Oder, Commander of the American Legion, Department of California, who spoke as follows:

"The previous speaker, Neil Haggerty, is actually a Past Commander of the American Legion; and it is a real privilege to sit up here on the stage with him.

"I come as a Department Commander of the American Legion of our 140,000 members to bring you greetings and express our appreciation for your support of our many activities, particularly on a local as well as a national level. But I think before I get into that I should be a little more personal.

"I would like to first say that last year's Commander was a card-carrying member of the union, the Commander before him was a card-carrying member of a union, and I happen to have a withdrawal card from a union. So, by that, you can see what the American Legion is composed of. It is composed of men like you and me, who are operating and doing a job for the unfortunate widow and the orphan.

"We in the American Legion always like to appear and we do appear with pride before your great organization because we appreciate your harmony and expression of support all during the year for the various things that we are trying to get. Your organization and mine are made up of the working people, and your organization and mine are going to continue growing with this great State of California. We are about to be the largest state in the United States, and with this, of course, we are naturally going to have a lot of growth.

"I would like to report to you on one or two things.

"First, I want to express another thing in appreciation: namely, the fact of your support on Proposition 2 at the last election. As you know, this is a California Vet loan which actually costs the taxpayer nothing, and every time these loans go through it helps the building trades, it helps the prosperity of our state. We in the American Legion sincerely appreciate your helping us put this proposition over.

"I am also happy to report to you that I have a letter from Mr. Gleason, Direc-

tor of Veterans Affairs in Washington, telling that you are going to have a new service building in Los Angeles, which is so badly needed, particularly on the basis of the western office of the Veterans there. It is the largest organization of its kind in the United States, yet probably has the worst facilities. This, again, will of course help the building trades in this particular area.

"Your organization as well as ours during the time of war and stress have both supported this great America. We have the same principles and are trying to do the same job. I appreciate my voluntary organization's being invited here to pay respect to your great convention and the great job that you are going to do here at this convention.

"I hope that you will have a very good time.

"I probably should say that I am from Alameda County. I am sure that Mr. Childers and Mr. Ash are here from Alameda County, because I think that they are well known in your circles.

"Thank you very kindly for inviting the Commander of the Department of California of the American Legion here just to say 'thanks.'

"Thank you very much."

Further Report of Credentials Committee

Chairman James Blackburn presented a further report of the Credentials Committee. (See completed Roll of Delegates, pp. 290-299.) On Chairman Blackburn's motion, the report was accepted.

Report on Late Resolutions

Secretary Pitts then reported as follows: "In accordance with the provisions of the Constitution, I now report to you that there were some 29 resolutions that did not meet the requirements of the Constitution. These resolutions have been submitted; some of them were untimely from the standpoint of not meeting the requirements, and some were not in proper form, not having a signature or the seal of the organization involved.

"I report to you that this all began on the 7th day of August. We extended the time limit for introduction of resolutions one more day than the Constitution provided because the last day would have been on Sunday. We extended the time to Monday, August 6th, at 5:00 p.m. And even after that time we have 29 additional resolutions that have come to us from the

beginning of August 7th on through to the date of August 18.

"We have one from Gardeners, Florists, No. 1206, Oakland; we have one from AFSCME No. 361, Tujunga; we have four from the Teachers No. 1021, Los Angeles; one from the AFSCME No. 1108, Los Angeles; two from the Retail Clerks No. 428, San Jose; one from the Central Labor Council of Stockton; one from the Central Labor Council of Modesto; another from the Central Labor Council of Modesto; one from the Sprinkler Fitters No. 709, Los Angeles; one from the Central Labor Council of Stockton; one from the Carpenters No. 2927, Martell; one from the Carpenters No. 1815, Santa Ana; one from the Plumbers No. 545, Santa Monica; four from the Teachers No. 1263, Long Beach; one from Plumbers No. 78, Los Angeles; one from Painters No. 127, Oakland; one from the Building Trades Council of Vallejo; two from the Central Labor Council of Santa Cruz; one from the District Council No. 16 of the Plumbers; one from Dental Technicians No. 505; and one from the Marin County Central Labor Council of San Rafael.

"The resolutions have therefore been reported to the convention."

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) The dangerously stubborn refusal of our economy to fully recover from the 1960-61 recession, demonstrated by the 4.5 million unemployed in June, 1962, is an inevitable hangover from the Eisenhower-Nixon Administration's 8-year failure to cope realistically with the mounting problems of automation, administered pricing, depressed purchasing power, a growing labor force and the need for an accelerated rate of economic growth.

Despite unwarranted ado over allegedly excessive wage levels, the irrefutable facts show a marked acceleration of the concentration of economic wealth in a few hands. Unless this trend is reversed, the nation will continue to suffer from its consequences in terms of a growing imbalance between our productive and consumptive capacities to the peril of our democratic, economic, political and social institutions.

We have before us the unfinished busi-

ness of full recovery. Organized labor calls upon the Kennedy Administration to meet this issue head-on by adopting an expansionary federal budget designed to meet our immense backlog of social needs and through other measures to insure an adequate level of demand commensurate with our increasing productive ability.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The orientation of California government must be toward planning for growth and the assumption of social responsibility for stimulating private enterprise and unlocking human initiative. While hailing the steps taken by Governor Brown in this direction, we call for a vast expansion of the functions of the State Office of Planning and the state Economic Development Agency to the end that an effective "state development plan" may be evolved which will coordinate physical and economic planning with land use and resources development to achieve balanced growth and restore full employment. We reject completely the philosophy of government that would confine responsible government to the sidelines and allow rampant speculation to plunder our resources and become the master planner of California's destiny.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) Recognizing that human beings constitute our most precious resource, California labor assigns high priority to the development of job training programs which will keep labor's skills abreast with technological advancements and ease the burden of workers' adjustment to automation. The development of usable information in each of the state's labor market areas and for the state as a whole, projecting skill needs as far into the future as possible, is an essential step in planning effective community approaches to job training and retraining problems. Again, we hail Governor Brown for having taken the initial steps in this direction, along with the Kennedy Administration nationally, by securing the enactment of retraining legislation and forming a tripartite Governor's Committee on Automation, with strong labor representation, to proceed with the difficult job ahead in the skill development field.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement II
Taxation, Section (a)

(a) The American people's annual loss of \$17 billion through existing federal tax loopholes for the wealthy must be halted and replaced by long overdue reduction of lower and middle income taxation to strengthen consumer purchasing power. California labor will oppose current efforts to aggravate this imbalance through the revival of "trickle-down" theories of taxation which would provide new tax bonanzas for the wealthy and for corporate business in response to phony cries of "profit squeeze." We urge Congress and the President, in the determination of tax policy, to give consideration to the "consumer squeeze" that is holding back economic expansion.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 160—"Increase Income Tax Exemption."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 175—"Tax Exemption for Retired State Employees."

The committee report:

"Your committee recommends that the second Resolved be amended by striking in line 3 the word 'State' and inserting the word 'public,' so that the resolve would then read:

Resolved, that the California Labor Federation do all in its power to attain this for the public employee.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 121—"Full Tax Deduction for Child Care."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement II
Taxation, Section (b)

(b) The spiralling revenue requirements necessitated by California's tremen-

dous growth cannot hope to be met by the regressively structured state and local taxes which now underwrite 70 percent of our civilian public services. The burden of these taxes must be removed from the shoulders of the weakest by initiating moves toward a state tax structure based on the ability-to-pay principle.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement III
Labor Legislation, Section (a)

(a) 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 the Landrum-Griffin Acts and their replacement by the principles contained in the Wagner Act. We urge outright rejection of the current anti-labor campaign to destroy labor's collective bargaining power by making unions subject to anti-trust legislation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 37—"Modify Taft-Hartley Act As It Relates to Guards; Resolution No. 83—"Amend National Labor Relations Act"; Resolution No. 196—"Repeal Federal Anti-Union Laws"; Resolution No. 223—"Labor-Management Reporting and Disclosure Act of 1959."

The committee report:

"The subject matter of these resolutions is similar; namely, the amendment and/or repeal of obnoxious anti-labor legislation. Your committee recommended concurrence in Resolution No. 196, and further recommends that Resolutions Nos. 37, 83 and 223 be filed."

The committee's recommendation was adopted.

Resolution No. 77—"Anti-Trust Laws and Compulsory Arbitration."

The committee report:

"Your committee recommends that the first Resolved be amended by striking in line five the following: 'not agreed to by union labor.' That would make the first Resolved read:

Resolved, that this Fourth Convention of the California Labor Federation, AFL-CIO, record its opposition to the establishment by Federal or State Law of procedures for placement of labor

organizations under anti-trust laws and in full and complete opposition to the enforced disposition of labor-management problems by compulsory arbitration.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Policy Statement III

Labor Legislation, Sections (b), (c), (d)

(b) California labor places heavy priority upon the removal of major inequities in the state's labor-management relations statutes through the enactment of legislation to curb the issuance of anti-labor injunctions, establishment of machinery for the implementation of organizational and collective bargaining rights, repeal of the misnamed Jurisdictional Strike Act, and prohibitions against employment of professional strike-breakers.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) California labor calls for comprehensive strengthening of the Fair Labor Standards Act by setting the federal minimum wage level at \$1.50 an hour, reducing the length of the standard work week, and extending coverage to the 16 million presently excluded workers, including those employed in agriculture.

The committee recommended concurrence.

The committee's recommendation was adopted.

(d) Organized labor calls upon the exercise of conscience by all Californians to assure enactment of a state Fair Labor Standards Act to provide at least the wage and hour guarantees recommended at the federal level, in Section (c).

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 120—"State Fair Labor Standards Act."

The committee report:

"The subject matter of this resolution is concerned with the establishment of a state fair labor standards act. Your committee directs the attention of the delegates to Statement of Policy III, Labor Legislation, Subdivision (d) where in the

opinion of your committee, this objective was more adequately set forth.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Policy Statement IV

Agricultural Labor, Section (a)

(a) Hourly wages less than one-third those of non-farm workers are symbolic of the generally outrageous living and working conditions for agricultural workers. The plight of the farm worker remains as the most shameful blot on the image American democracy projects at home and abroad. Their plight demands firm action to grant farm workers the right to organize and bargain collectively, unemployment insurance, minimum wages and a host of additional protections considered standard by virtually all other workers in the 20th century.

Most importantly, the gross abuses inflicted upon domestic farm workers must be corrected through graduated cut-backs leading to the early elimination of temporary labor importation under Public Law 78.

American pride in the outstanding productivity of our farms must be tempered by the realization that the basically agricultural peoples of the underdeveloped portions of the world will look askance at our offers to lead them toward a better way of life as long as conditions of domestic colonialism for farm workers are tolerated here.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 41—"Terminate Public Law 78."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV

Agricultural Labor, Section (b)

(b) The universal recognition of the bracero importation program's adverse effects upon wages and working conditions must be fully acknowledged by the federal government. The law of the land will remain a meaningless mockery unless the Labor Department recognizes that avoidance of "adverse effect" means restoration of the conditions that would now

prevail if it were not for the bracero program's use as a wage-cutting device. Based on wage and fringe benefit developments in industries closely related to agriculture during the bracero program's 11 years, this means average minimums of at least \$1.50 an hour in California for agriculture, the only major industry professing serious shortage of labor.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 256—"Protect Women and Minors in Agriculture."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV

Agricultural Labor, Section (c)

(c) The successes already recorded by the reconstitution of the Agricultural Workers' Organizing Committee on a coordinated basis with the AFL-CIO movement confirm that the agricultural workers' best hope continues to lie in the organization of their own trade union. In pledging our assistance toward the successful conclusion of this historic mission, the Federation urges all its affiliates and the general public to lend every possible cooperation and encouragement to AWOC's effort. Beyond the obvious interests of farm workers in this development, the stakes are extremely high for all working people, in terms of a more prosperous economy and more democratic representation in government.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement V

Unemployment Insurance

(a) The continuing high rates of unemployment and the uncertain predictions of future employment trends clearly indicate the need for enactment of President Kennedy's program for permanent improvement in the unemployment compensation program. The McCarthy-King Bill, which Congress chose to ignore this year, remains as an unfulfilled requirement for our modern industrial system.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) The deficiencies in the California program must be corrected irrespective of needs for improved federal standards. This includes a more full and equitable collection of unemployment insurance tax from the entire employer community in order to finance a proper level and duration of benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 110 — "Defend Unemployment Insurance From Attack."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VI

Unemployment Disability Insurance

The significant improvements made in California's UCD program during the 1961 legislature must be protected and expanded. Effective elimination of the practice of "adverse selection" must be fully implemented at the administrative and judicial levels.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VII

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 1963 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 an appropriate 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 \$70 on the maximum weekly benefit amount for permanent and temporary disability respectively, subject only to the requirement that such weekly benefit payments not exceed an amount of \$150.

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 \$7.00 per week for the first dependent, and \$5.00 for each additional dependent, subject to a maximum of \$37 on total dependency benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

(d) The 7-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 where 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 deserve 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) The procedures for establishing workmen's compensation insurance premium rates should be revised so that the minimum rates established by the Insurance Commissioner contain only a reasonable expense loading factor. The current expense loading factor of 38.35 percent is clearly excessive and diverts much needed benefits away from injured workmen and channels them into excessive commission and profits for the insurance carriers.

The committee recommended concurrence.

The committee's recommendation was adopted.

(j) The method for computing the average earnings for purposes of temporary and permanent disability indemnity is in need of overhauling.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VIII

Civil Rights, Section (a)

(a) While praising the progress made in the field of civil rights in recent years, California labor reaffirms its position in support of issuance of a presidential executive order barring discrimination in federally-assisted housing or public facilities and by supporting legislation establishing a federal Fair Employment Practices Commission, barring federal aid to discriminatory apprenticeship programs, banning literacy tests to abridge voting rights, and enabling the Attorney General to sue on behalf of individuals suffering discrimination and to secure court enforcement of school desegregation orders.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 7—"Federal Action for Civil Rights"; Resolution No. 202—"Federal FEPC."

The committee report:

"The subject matter of these resolutions is similar; namely, the establishment of a stepped-up program for an effective opposition to this discrimination.

"Your committee recommends concurrence in Resolution No. 7 and further recommends that Resolution No. 202 be filed."

The committee's recommendation was adopted.

Resolution No. 201—"McCarran-Walter Anti-Immigration Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 203—"The Emancipation Proclamation and Civil Rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 207—"Condemn Anti-Semitism in Soviet Russia."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VIII

Civil Rights, Section (b)

(b) Continued progress in equal rights for Californians calls for further action by the 1963 legislature broadening existing prohibitions against restrictions upon housing availability, providing low and middle income replacement housing for families dislocated by urban redevelopment, and other related legislation. California labor's pioneering program to extend apprenticeship opportunities on an equal basis must be vigorously implemented by aggressive measures to eradicate any vestiges of discrimination in our work places or within the house of labor itself.

The committee report:

"Your committee recommends concurrence in this portion of the policy statement with the addition, however, that on Page A-33 of the Statement of Policy immediately prior to the last full paragraph on the right-hand column at the bottom of Page A-33, commencing with the words 'Due to their outstanding importance' we add the following:

Solution of the problem of discrimi-

nation 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.

As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 3—"Alliance with Racial and Minority Religious Groups."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 11—"De Facto School Segregation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 12—"Support Committee for Equal Opportunity in Apprenticeship and Training."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 50—"State Equal Rights Legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 137—"Commending Governor Brown for F.E.P.C. Leadership."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 200—"No Discrimination in Union Contracts and by Unions."

The committee recommended concurrence.

The committee's recommendation was adopted.

Recess

Upon motion by Secretary Pitts, the five o'clock recess rule was suspended. The meeting was adjourned at 5:10 p.m., to reconvene at 9:30 a.m. on Tuesday, August 21, 1962.

SECOND DAY

Tuesday, August 21, 1962

MORNING SESSION

The convention was called to order by President Gruhn at 9:58 a.m.

Invocation

President Gruhn presented the Very Reverend Monsignor Thomas J. O'Dwyer, Archdiocese of Los Angeles, who gave the following invocation:

"We directly beseech Thee, O Lord, that all our actions be by Thy Holy Inspiration, and carried on by Thy gracious assistance, that the work of this convention may begin through Thee, and from Thee be successfully ended.

"O God, the Father of all men, we dedicate this convention to Your greater honor and glory, mindful that we are responsible to the men and women whom we are privileged to represent, to the union which we are privileged to serve, and to the nation of which we are privileged to be citizens.

"We ask You to guide our deliberations and to inspire us with the spirit of justice and charity. We humbly acknowledge that by our own selves we are incapable of carrying out all the demands that will be made upon the conscience of each of us. Help us, then, to put aside as unworthy of our calling all personal vanity and selfishness, so that all of our decisions here in this convention may be for the good of our membership and for the general welfare of the community and all its parts.

"We ask you to bless Thy continued efforts to advance the cause of interracial justice in the industries in which we work and in the communities in which we live. Help us to be tolerant and help us to be more than tolerant. Help us to love our fellow workers and help us to love our fellow citizens, all regardless of their race, color, creed and national origin.

"O Lord, we ask you to enlighten our mind and to strengthen our wills that we may make our whole contribution through our union and as citizens of this great nation toward the establishment of a prosperous and stable economy, with suitable employment for all at decent wages.

"We ask you to bless our Chief Executive, his cabinet and our legislatures, the Governor of this state. Help them to carry out wisely and intelligently the enormous

responsibilities which in Your Divine Providence have been placed upon their shoulders at this critical moment in the history of our beloved country and in the history of the world.

"We ask You, O Lord, to bless the efforts of our nation toward the establishment of a just and lasting peace. Help each of us, O Lord, to strengthen the hand of our representatives and to give courage and help to our less fortunate brethren in other parts of the world by putting aside all personal and national selfishness. Help us to see more clearly our moral responsibility as individuals, and as the people to give generously of our resources and our wealth to those who need our assistance so desperately.

"We ask these favors, O Lord, with confidence. Lord, Carpenter of Nazareth, You were a worker as I am. Give to me and to all the workers of the world the privilege to work as you did, so that everything we do may be for the benefit of our fellow men and the greater glory of God, the Father. May Thy kingdom come into our factories and into the shops, into our homes and into our streets.

"Give us this day our daily bread. May we receive it without envy or injustice. To us who labor and who are heavily burdened, send us speedily the refreshments of Thy love. Show us Thy way to work. And when it is done, may we with all other fellow men rest in peace. Amen.'

Jack Weinberger

General Secretary-Treasurer, Hotel and Restaurant Employees and Bartenders International Union

President Gruhn then introduced Jack Weinberger, General Secretary-Treasurer of the Hotel and Restaurant Employees and Bartenders International Union of America, who spoke to the delegates as follows:

"I want to bring to you the greetings of our international union, the ninth largest international union in the AFL-CIO. A substantial segment of our union membership is in the state of California.

"We are very proud of our local union in California for the magnificent job that

they have done, both on the primary front, which is the trade union movement, and what I call the second front, political activity and legislation. They have done very well indeed. They have done their part, and I'm quite sure they will continue to do so.

"But that's not my reason for taking the platform. I do not like to take up the time of the convention when I have nothing to say. But I believe I have something to say, and I am going to ask a privilege that only a delegate is permitted to request: I am going to request, in due course, to insert a certain document into the proceedings of this convention, which the delegates can read at their leisure when today's proceedings are published, or when they get home and they have more time to think straight.

"I was in San Francisco a couple of weeks ago, and the American Bar Association had their convention. The regular hue and cry was there—"The power of the labor movement must be curbed. And the only way that can be done effectively, through federal legislation, is by attempting to put all of organized labor under the Anti-Trust Act as a monopoly."

"There were some prominent members of Congress there—and I'm not going to mention their names, because I don't want to have their names appearing in this proceeding; they're not worthy of it. There was no reply to the attacks on the labor movement.

"But I knew of one eminent attorney who served the labor movement well. He was the attorney of the international that I am proud to serve, and who won our case before the United States Supreme Court, the case that made it possible to organize all the principal hotels in Miami Beach.

"Now, this attorney wrote and published an answer to all those who advocate putting the labor movement, especially the international unions who are in the mass production industries, under the anti-trust laws, and thus weakening and if possible—but I think it is impossible—destroying the labor movement as we understand it.

"Of course, these men who advocate and who are going to introduce these bills in the forthcoming Congress say the same thing as old man Hennessey said.

"We are not against the unions, but we want them run properly."

"So Hennessey was asked: 'How do you think they ought to be run?'"

"There should be no wage scales. There should be no agreements, no contracts; there should be no funds, and damn few members."

"Now, to be absolutely certain that I do not violate the code or protocol, I sent a telegram to this eminent person—whose name I am going to mention in a moment, and who is presently the Secretary of Labor of the United States, sitting in the Cabinet—asking whether or not he would give me permission to insert the article I earlier referred to in the proceedings of this convention.

"Now, he sent me this telegram, and the telegram reads:

"Consent granted to use my article called "Labor and Anti-Trust" in record of California AFL-CIO convention proceedings. Arthur J. Goldberg, Secretary of Labor. (Certified Official)."

"I will now ask the privilege to have this inserted. I have it in print; I wired the office in Cincinnati to obtain a copy of the speech, which is of utmost importance, with everybody on record, including the Secretary of Labor, and I would like to have this put in the record.

"Thank you very much for your time."

Excerpts Read from Statement of Arthur J. Goldberg

Secretary Pitts then read an excerpt from this statement:

"The ultimate objective of those who cry out against 'labor monopoly' is to put our unions under the federal anti-trust law . . .

"The labor monopoly charge against American unions is false from every viewpoint. The 'labor monopoly' gimmick is no more than a different label on the old box of anti-union tactics still being peddled by the salesmen of reaction."

Secretary Pitts then announced that the full statement by Arthur J. Goldberg would be inserted in the record of Proceedings.

Labor and Anti-Trust

(Insertion of Full Text of Article)

by Arthur J. Goldberg, formerly
General Counsel, Industrial Union
Department, and various unions,
AFL-CIO, now Secretary of Labor

The ultimate objective of those who cry out against "labor monopoly" is to put our unions under the federal anti-trust laws.

Should this objective ever be accomplished, organized labor will be weakened to a point of almost complete ineffectiveness. National and international unions will be prohibited from bargaining for their members at the plant level and all traces of company-wide negotiating will be eliminated. All this will be done under the guise of monopoly busting.

Employees working for any of the multiplant employers who dominate the American economy will be restrained from using their collective strength in bettering their wages and working conditions. Instead, workers will be forced to bargain directly with the plant where they are employed as if that plant was a separate entity, completely devoid of the employer's other interests.

For the great majority of organized workers, the enactment of such legislation will mean a return to the 19th century when employers with vast holdings held tremendous economic power.

Propaganda Campaign

Those who would return to the so-called "good old days" have resurrected the charge of "labor monopoly" as a front for their real goal. If they can convince the American public that labor is a monopoly, then "protecting the public interest" will necessitate placing this "monopoly" under restrictions of anti-trust legislation.

Like the phrase "right to work," "labor monopoly" is now being drummed into the public mind as the first part of this anti-union campaign. Both phrases are equally misleading.

As "right to work" has nothing to do with a worker's right to a job, "labor monopoly" has no connection with our nation's concept of monopolistic practices.

The American public considers a "monopoly" a bad word. We say that monopolies are bad—whether created by business organizations or by business organizations in conspiracy with labor organizations. Too often, however, we do not stop to analyze the reasons behind our condemnation of monopolies.

Essentially, our argument with monopoly stems from the fact that competition is economically desirable and should be the major regulating force in a free-enterprise economy.

We oppose monopolies because we regard it as undesirable for a manufacturer to have complete control over a product, enabling him to raise prices above those

prevailing in a truly competitive system. We say that such control enables the manufacturer to gain excessive profits at the expense of the public.

No Competition

There are, however, areas where we recognize the fact that competition among suppliers is undesirable. For example, we do not object to one supplier of electric power, a single telephone service or a one-ownership urban transportation system. Similarly, our patent laws give inventors protection against their competitors for a limited period of time.

In such areas, we do not ordinarily apply the epithet "monopoly," although in a technical sense monopoly does exist; we do not use the term because in these areas, the lack of competition is considered socially desirable.

The same type of thinking must also apply to the charge of "labor monopoly." If a labor union is to be considered an undesirable monopoly, it must be undesirable because it suppresses or destroys competition socially beneficial to our economy.

What type of competition does a labor union destroy? Competition among whom? These are questions that must be answered if the charge of "labor monopoly" is to be considered seriously.

Technically speaking, of course, any labor union is a monopoly in the limited sense that it eliminates competition between employees for the available jobs in a particular plant or industry. By concerted economic action, these workers attempt to increase the wage at which the employer will be able to purchase their labor.

If the monopoly concept is to be applied to unions—under this false notion—all labor organizations should be forbidden and replaced by periodic auctions at which jobs can be parceled out to those qualified persons willing to supply their labor at the lowest wage.

Unions must be eliminated, under this theory, because the very purpose of labor organizations is to limit the power of an employer to drive down wage rates and enforce substandard working conditions.

If this is not the type of competition envisioned by those who speak the loudest of "labor monopolies" there would seem to be only two other types of competition they seek to encourage. These are: competition between unions to see which will supply labor at the lowest rate; and com-

petition between employers in the sale of their products, based strictly on a difference in labor costs.

Neither of these alternatives will stand the test of careful scrutiny. No one really proposes to establish an economic system under which unions would compete with each other to supply labor at the lowest possible cost.

Reward the Efficient

No responsible social critic believes that competition among manufacturers should be carried on, not on the basis of relative efficiency or ability to produce, but on the manufacturer's ability to obtain the lowest possible labor rates. The social advantage of competition is that it rewards the most efficient producer and thus guarantees the optimum use of our economic resources. There is no social advantage to be gained by allowing manufacturers to compete on the basis of sweatshop wages.

Even harder to rationalize than the question of competition is the placing of human labor in the same category as any other commodity.

These are obvious social reasons for distinguishing between the purchase and sale of commodities and the employment of workers. The owner of a commodity is not selling an object that is part of himself. He is selling property.

If the owner of a commodity is not satisfied with the price he is offered, he can generally withhold its sale until a better price is offered. But the worker is not selling a commodity. He is selling a part of himself—his own skill, strength and energy. The value of his labor, if withheld from the market, is lost and cannot be recovered.

From a practical standpoint, the individual worker cannot withdraw his labor from the market for any length of time. Without a union, he is completely at the mercy of the buyer—his employer. Since the worker must support his family and eat each day, he has no alternative but to accept whatever is offered unless he has the protection afforded by collective bargaining.

Even if the laborer had a withholding power equal to that of his employer he would generally, in the absence of labor organizations, have little knowledge of the market value of his labor.

Prior to the advent of unionism, there never was such a thing as a market value of labor. This was partially attributable to the worker's lack of knowledge of the

best available opportunities and also because workers cannot ship themselves to whatever place offers them the highest wage in the way the manufacturers can transport commodities.

Employer Monopoly

In the days before unions, because workers had no bargaining power there was no real competition. There was, rather, a genuine monopoly on the part of employers who could dictate the price at which labor was paid and who were not restricted by market conditions.

Until 1840, labor was considered a commodity comparable with any other product. As such, the courts held that an organization of workers to increase the price of their labor was per se a restraint of trade and illegal.

Beginning with the landmark decision of Chief Justice Shaw in the famous Massachusetts case of *Commonwealth vs. Hunt* (1842), however, the courts came to realize that the public policy against restraints of trade in commodities did not justify a ruling that the voluntary organization of workmen was a restraining of trade and a monopoly.

This judicial recognition that the anti-trust concepts do not apply in the labor market has been reinforced by repeated legislative action.

Section Six of the Clayton Act—passed in 1914—declares that "the labor of a human being is not a commodity or article of commerce" and that labor unions shall not "be held or construed to be illegal combinations or conspiracies in restraint of trade under the anti-trust laws."

The Wagner Act set forth two basic reasons for distinguishing between a combination of businessmen to raise prices and a combination of workers to raise wages. The Act declared that the inequality of bargaining power between employers and individual employees depresses wage rates and that low wages are detrimental to the national economy.

This section of the Wagner Act was included without change in the Taft-Hartley Act of 1947 and remains, to this day, as originally enacted.

Congressional Recognition

Congress has long recognized that workers combine into unions for the same reasons that farmers combine into cooperatives. Not only does our government exempt unions and cooperatives from the charge of restraint of trade, but it has en-

couraged their growth as in the public interest.

Because the worker and the farmer lack effective bargaining power when they stand alone in the market place, Congress has prescribed minimum wages and provided farm price supports. The legislative branch of our government rightfully considers that the national welfare demands safeguards for both workers and farmers against the impact of "pure" competition.

Those who cry out against "labor monopolies" know these facts. They are well aware that the monopoly concept is not applicable to labor unions because unions do not suppress the competition that our society considers desirable.

They also know that in those few cases where unions do cooperate with employers to restrain competition in the sale of commodities, these cases are properly subject to the present anti-trust laws.

Disguised Union-Busting

The truth is that those who make the "labor monopoly" charge are not really concerned with competition or its negative counterpart, monopoly. Their real goal is the weakening of unions and especially those unions which they believe are too strong.

A typical example of this approach was the recent speech of Senator John Marshall Butler (R., Md.) before the southeastern group of the Investment Bankers Association.

After stating that he would support legislation in the next Congress to bring unions under the anti-trust laws, Senator Butler proceeded vigorously to attack the United Auto Workers and Walter P. Reuther, its president.

Butler condemned the Auto Workers for calling upon the leading car manufacturers to cut their prices. He said this was another example of "Reuther's repeated attempts to secure participation in the pricing decisions of American business" and warned that such efforts "impose a threat to the maintenance of a competitive economy."

The *Wall Street Journal* also favors bringing unions under anti-trust legislation. The *Journal* views strong national unions as an evil that must be corrected. A recent editorial entitled "The Monopoly" blamed the revelations made before the McClellan Committee upon "the fact that the power of union leaders over both the public and the unions' own members has been for a generation unfettered."

The charge that labor unions are too strong is propaganda. No honest measure of the relative bargaining power of American employers and American unions will show that the strength of the unions is even equal to the strength of the employers.

Labor Still Behind

Whether we measure the strength of unions and employers by their assets or by the results that they have been able to achieve, the comparison must show that there is no truth to the charge of overwhelming labor power.

It is obvious that the assets of even such a union as the United Steelworkers of America cannot be compared with the assets of a single company like the United States Steel Corporation.

Nor do the results of economic bargains which have been made between American unions and employers support the charge of economic power. No responsible economist can claim that there has been an unjustly high distribution of wages to workers in recent years as against the distribution of profits to industry.

There are, of course, some few instances in which the strength of the union is greater than that of an individual employer. But this is usually countered by the development of employer associations which, incidentally, have not been charged with monopoly although their activities run far beyond collective bargaining.

One of the essentials of our free economic system is that we do not have government interference to redress every individual instance of economic imbalance so long as there is no general pattern of disequilibrium.

The real question behind the "labor monopoly" charge is whether or not organized labor exercises too great an economic power for the public interest.

The only answer to this question is that America's unions do not have this excessive power. Our nation's industrial scene is not one in which poor, downtrodden, profitless business enterprises have lost every last penny to greedy labor unions.

Wage and profit statistics paint a contrary picture for our economy as a whole. In fact, these statistics show that only a minority of all our national wage earners are organized and many of these are organized in unions which cannot begin to match the economic power of their employers.

Even in those particular industries in

which the large unions engage in company-wide bargaining, there is no data to support the charge that these unions have equal economic power with their opposite numbers at the bargaining table.

The "labor monopoly" charge against American unions is false from every viewpoint. The "labor monopoly" gimmick is no more than a different label on the old box of anti-union tactics still being peddled by the salesmen of reaction.

Max D. Kossoris

Regional Director, Bureau of Labor Statistics, U. S. Department of Labor

At this time President Gruhn presented the next speaker, Max D. Kossoris, who addressed the convention as follows:

"It's a little early to start you off on a topic that will face you for years to come, but this being early in the morning—when you are bright and on your toes—I think this would be a good time to lay it before you.

"This age in which we live today is an age of rapid technological change. There have been more changes, technologically, within the last 50 years than in all the centuries that have gone before in history. However, all this change poses a very severe problem for us, and certainly for you.

"We have to deal not only with the problem of what to do with the nuclear bomb, the congestion in our cities, the nationalism in newly developed but backward countries, and, in the United States, the oversupply of agricultural products, the farm policy that is needed to deal with it, but also as far as you in the labor movement are concerned, and we in the government, the problem of how to utilize our manpower intelligently and effectively.

Sharp Increase in Labor Force

"Now, we are today caught in a rather peculiar bind. We have on the one hand a rapidly increasing labor force because of the sharp increase in our birthrates after the depression thirties; and on the other hand, a faster elimination of jobs than we have ever had. We will have within this decade some 26 million new people coming into the labor force who have to be trained, and for whom jobs have to be found. Approximately half of these people will replace men and women who are dropping out of the labor force because of old age or retirement or for any other reason.

"I believe there are 13 million new jobs

that have to be developed for the other people so that they will have gainful occupations.

"But that is not the whole story. You have in addition to that the impact of technological change. We don't know today and nobody knows actually just what the change itself is bringing about in terms of loss of jobs. Nobody knows what the impact of automation as such actually is. But we do know this: that with a productivity increase of approximately two and a half to three percent a year, many jobs are being wiped out every year. That does not mean that all of these people are unemployed or lose their jobs, but it does mean that approximately one and a half to two million jobs are being wiped out every year. That means these jobs are no longer available for anyone coming into the labor force and they are not available to other people who are being displaced out of their regular jobs. And that means, if you total it all up, that during this decade we shall have some 40 million jobs for which people have to be trained; about 40 million jobs that have to be developed in order to take care of not only the increase in the labor force but also the technological change that accompanies it.

Need for Skilled Professionals

"To make the situation even worse and more complicated, we are undergoing at the same time a rather rapid change in the skill pattern of our manpower and our labor force. We know today that because of our sharply increasing population and the rapid industrial changes that are taking place, we will need a good many more professionals, a good many more technicians, a good many more skilled people than we have today. We will need more physicians, engineers, scientists, nurses, teachers, all kinds of technicians—medical, dental, electronic, chemical, et cetera. Industry today exists on the high school education for even common labor.

"The problem that we have in this connection is twofold:

"1. How do we get enough jobs developed in our economy to absorb the sharply increasing labor force and the curtailment of jobs because of technology; and

"2. How do we develop within our labor force the necessary skills to take the jobs as they open up so as to make it a little bit easier for people who are displaced or people coming into the labor force to fit into a pattern instead of having to flounder around without the necessary training?

"I am not concerned here today with the problem of how you create additional jobs. This gets into a question of capital investment, taxation, finance and various other areas with which I am not nearly as familiar as with the second topic.

"As to the second one, the question of how you develop an adequately trained labor force, we have a situation in this country which pervades our entire educational system. We know that in most of our high schools the orientation is entirely towards preparing the youngsters for college. This is fine, because we certainly need all the brains and all the technical skill that we can get. However, our high schools are overlooking one very important fact. And that is that better than 60 percent of all of the youngsters who go to high school don't get to college and many of them have no intention of going to college. We also know that of the 40 percent that do go to college, about half never finish. That means that 80 percent of our students are being prepared for college education with most of them not wanting to go to college and some of them not finishing once they get in.

"What are we doing for these youngsters in giving them an education that will permit them to meet the world of work after they get out, in a more intelligent fashion than we now make possible?

Lack of Economic Orientation in High Schools

"For one thing, we do not give them any kind of economic orientation. They do not get in the high schools any idea of what the world of industry is made of. They don't know how much of it is manufacturing, what is happening within manufacturing, what is happening in trade, what is happening in all the various industrial activities that we carry on. They don't know anything about which industries are moving ahead and which ones are dropping out. They don't know anything about wage structures, the role of the labor union or any of the other things that these youngsters will meet as soon as they get out of high school.

"Why shouldn't they get it there? What better place can you think of to give it to them? And yet instead of giving them that training in high school, we give them the preparatory courses they need to go to college. Why is it not possible that we have the kind of preparatory training in high school for those who wish to go to college and then give those who do not wish to go to college the kind of training that will really help them get organized

to get a job? These could be specific training courses in specific subjects such as electronics and various other activities; anything that will give them a broad basis on which they can build the kind of training and skill development for when they get out of school, that will enable them to make a living in a job that they know will be there at the time that they get out. And this leads to another problem.

Apprenticeship and Training Programs

"When we discuss with people who develop apprenticeship training programs our concern with these programs; when we discuss with the people who handle vocational education programs the question of how they can best orient their activities to fit this need on the part of our population, both the youngsters coming into the labor force and the people who are being replaced in their jobs by technological change, we run up against one basic problem. 'We would like to teach,' they say, 'we would like to develop the kind of apprenticeship training programs that meet these needs of our industries so as to provide the kind of skills for these jobs as they open up. But we don't know what jobs these will be. How do we tell?'

"Well, you can't tell as things are going now. And it is for this reason that Governor Brown and the legislature recently considered a bill to set up an Automation and Technological Development Committee. The Governor spelled this out to you yesterday. I would like to point out to you what the committee is intended to do.

"This committee, if it follows the legislation originally suggested, will have a threefold purpose. Its purpose will be to tie together, to coordinate if you please, the activities now going on in state government that will permit the best utilization of these activities that are now going on, but could be better oriented; in other words, to provide a better integration of what is now being done.

"The second problem is that of how to train people through a rather quick kind of training course for jobs that are now open but which cannot be filled because the people who are unemployed do not have the skills to meet the requirements of these jobs.

Skill Requirements Can Be Determined in Advance

"In this connection we will have a tremendous aid in the recent Manpower and

Technological Development Act passed by the federal government just a few months ago. The federal government will operate its training program through the state agencies, primarily the employment services and the vocational education activities. And you will probably be hearing more about these from one of the subsequent speakers who will deal with these topics specifically. But what we are concerned with here is to find jobs for people by giving the people the skills that will permit them to fill these jobs. And to insure that objective, one that goes farther than any of these is one that involves working through industry and finding out from industry its skill requirements some five years or more in advance.

"Some people will tell you that this is not possible, but we know from talking with people in industry that approximately five to seven years elapse from the time a product is developed on the drawing board to the time that it is in production. We know that management knows years ahead of time whether they will open a plant or close a plant; whether they will develop a new product; whether it is going into a new type of activity.

"Industry has learned to project its plans in terms of financing, in terms of product development, in terms of marketing plans, even forecasting to some extent the labor force that will be necessary to put these activities on the boards. But industry by and large has not done what we should like to have it begin to do: namely, to anticipate the skills that will be needed to operate these activities.

Meeting the Projected Requirements

"Industry can do this. I am sure it can. But it will take some doing to get it across. But the important point in this connection is not so much to know what industry will do. That just becomes a tool. If the state government undertakes the job of running these surveys in industry and gets the cooperation of industry to make these projections, then these data can be used to determine at any one particular point in our development what skills will be necessary; how many; where; and in what industry. And then you can go back and you can look at the apprenticeship training programs and see what changes have been introduced in order to make them fit the new pattern that we have to deal with today. Then you can go back to the schools and you can look at the subject matter being taught and at the subjects that ought to

be taught and decide what changes can be made. Then you can look at the junior colleges, which can be used much more extensively than they are today to develop the kind of sub-professional training that we need.

"These kinds of activities are new. They are pioneering. But they are absolutely essential if we are to meet the needs that we now see. And there is no reason why we shouldn't break the ice and get the job on the way.

"We still have here in this state not only the Manpower Committee, but we will have in addition to that the financing and the assistance that comes from the federal Manpower Training Act which will pour some millions of dollars (I do not know how many, but I would guess somewhere around five, six, seven or eight million dollars) a year in these activities. So that it ought to be possible to get this job done.

New Approaches to Current Problems

"The kinds of educational institutions, the kind of apprenticeship training program, the kind of vocational education that we have, the kind of skill development programs that we have today were developed to meet the problems and the patterns of earlier decades. We are facing a new development today and we have to develop new approaches, new tools, new techniques to meet the problems that we can see coming.

"This also will pose for us in the labor movement some very substantial problems in terms of seniority and retraining and a variety of other activities. This will demand that you learn some of these changes that are taking place, the impact that they will have on your activities and the kinds of changes that will have to be made in union training activities and organization in order to make this kind of activity flow smoothly. But it has to be done, and it will be to your advantage to do it.

"This is the message that I wanted to bring to you this morning. And I thank you very much for your attention."

Arrival of Attorney General Stanley Mosk

Attorney General Stanley Mosk arrived at the convention hall and was led to the platform by the following escort committee: Anthony Anseimo, Chairman, Joint Board of Culinary Workers, San Fran-

cisco; Walter J. DeBrunner, San Diego Building Trades Council; William Sidell, Carpenters District Council, Los Angeles; Ken Severit, Federated Fire Fighters of California, Sacramento; Chester Mucker, Laborers No. 294, Fresno.

Greetings to Convention

Then Secretary Pitts read the following telegram from O. A. Knight, President, International Union of Oil, Chemical and Atomic Workers:

"May I take this opportunity to extend fraternal greetings to the California State Federation. Congratulations on the wonderful work you are performing and good luck in your very important political campaign for the governorship of the state of California. Please give the officers and delegates assembled at your convention our best wishes for a very successful meeting.

O. A. Knight, President."

Honorable Stanley Mosk Attorney General of California

President Gruhn then introduced California's Attorney General Stanley Mosk, who addressed the convention:

"I just got down here to cool Long Beach today from a tour of the Central Valley. I was up there Saturday when President Kennedy helped to start the great San Luis project near Los Banos. And that brought to mind the fact that so many people today are attacking President Kennedy as being anti-business. They are saying that he is opposed to business and that he is making it hard on businessmen, and you hear businessmen grumbling about him constantly.

"I thought I'd tell you a little story that's circulating around Washington these days about the businessmen and what they're thinking. It seems that there was a businessman who had a hunch one day on the number five.

"It all started when he woke a little earlier one morning, looked at his clock, and he saw that it was 5:55. As he left for work that morning, he noticed that there were five birds on his front lawn. He got in a little traffic and didn't arrive at his office until 7:55.

"Now all this coincidence regarding number five impressed this businessman very much, so he opened his morning paper to the fifth page of the sports section to look for a suitable hunch on the daily racing entries. As he studied the

list, his phone rang, and it turned out to be his stockbroker. So his stockbroker said, 'You know, Mr. Businessman, that stock that you bought for \$5.00 is now selling for \$55.00. Do you want to sell it?'

"Well, the businessman's eyes stopped on the fifth entry on the fifth race on the fifth page of the sports section, and he noticed the the fifth entry was a horse named Lucky Five. So he got excited and he told the broker, 'Sure, sell my stock right away and get that money over to me. I am going to make a killing today.'

"Well, the stockbroker got his money over to him, and he went out to the race track. And sure enough, he put all his money on the fifth horse in the fifth race, Lucky Five—at five to one, of course.

"For a while, now, it appeared that he was going to make the biggest killing of his life, because as the race progressed and the horses got to the final turn, Lucky Five was out in front by five lengths. But all of a sudden, Lucky Five quit like a dog, just stopped almost dead in his tracks, and he finished fifth.

"Well, now, the businessman suddenly became enraged. A great rage began to mount within his breast, and his face turned purple, and as he turned to leave, his anger exploded. He said: 'Damn that Kennedy.'

"Well, that's about as reasonable as most of the opposition to President Kennedy, to Governor Brown and to all people who are making this economy of ours sound for labor, business, and for the whole community in which we live.

"I want you to know that it's a real pleasure to be here among friends today. And before I say more, I want to thank you for helping make last Wednesday a very happy day for me. It was the occasion of the anniversary of my 25th year in public life, and many of my friends from organized labor helped me celebrate at a small, intimate dinner for about 1300 people.

Labor's Progressive Role in California's Achievements

"For many of us, the bond was the Terrible Thirties—a time when many of us started in public life and in organized labor and in community activities; a time when progress, prosperity, public concern and public awareness seemed almost too far away to fight for. But we learned back there to stand together in those days in order to better fight the reactionary forces that blocked social progress and

the vested interests that controlled politics and government.

"That so many fights were made and so many victories won is in no small measure due to the spirit, the moral strength, the progressive outlook of California's laboring men and women.

"You joined in saluting me for 25 years of public service last week, so it's my turn to pay tribute to you for the part that you have played in making the past quarter of a century in California an era of achievement—socially, intellectually, economically and politically.

"Thank you for walking with me most of that time. I expect to be in public life a few more years—at least four more, after next November, and I hope that we'll always be partners in California's continued progress.

"In the weeks ahead I rather suspect that you are going to hear much about 'the record.' I don't need to tell you to be sure to examine the record. You men and women of organized labor have uncovered more than one reactionary trying to sneak into office while wearing the mask of progressive promises. The record, of course, cannot be masked or even veiled.

Achievements of Attorney General's Office

"I am going to run on my record. And, when I am too busy to be on the firing line personally, I want to send my record out to campaign for me. It's a record of which I am proud.

"Only this very morning — before I got here this morning—was one of the most significant achievements of my three and a half years' stewardship recorded. The state Attorney General's office has broken the real estate industry's price-fixing agreement which had arbitrarily and artificially held brokers' fees at six percent.

"We filed a suit in 1960, and in a consent decree which was filed just this very morning with the Superior Court here in Los Angeles, the California Real Estate Association finally agreed to abolish their minimum fee schedule. Every broker will be notified in writing that the brokerage commission henceforth is to be determined through negotiation with the seller.

"In other words, the broker is now free to let individual circumstances and general market conditions determine what his fee shall be, and the seller at long

last has the opportunity to seek a better brokerage deal.

"Now, that decree, I am proud to state, is an achievement of the antitrust division which I established shortly after taking office in 1959.

"You in organized labor share in these achievements because you supported my successful efforts to get from the '59 legislature a special appropriation for anti-trust enforcement.

"You and I have long shared the position that a truly competitive economy would be a more vigorous economy. Freed of an artificial barrier, the real estate industry can now react normally during periods of economic reverses and recessions to the stimulus of competition.

Protection of Consumers

"During the past three years my office has initiated over a dozen civil actions and one criminal proceeding under the state Cartwright Act, a statute which conservative legislatures allowed to sleep for 45 years.

"Most of the cases have been in the area of the price-fixing on goods and services needed in the public construction—projects such as schools, court houses, city halls, and hospitals. Important as these cases were to the consumer in his role as a taxpayer, they did not have direct ties to him.

"The real estate case, however, will give thousands of Californians a first-hand opportunity to see tangible benefits from vigorous anti-trust enforcement.

"California has the highest percentage of homeowners in the nation. Most of them are wage-earners, the backbone of organized labor. And they are mobile, if only to move to another part of town. They sell and they buy. They trade up into higher priced homes when they can. And they trade out into income property.

"Buyer, seller and broker will all reap rewards from the decree entered this very morning.

"One other item I would like to mention to you that's kind of dramatic, that has also developed within the past 24 hours. In Santa Barbara, where my office and the district attorney moved against the Arthur Murray Dance Corporation, and its local studio there, an important consumer-fraud victory was won yesterday.

"The Superior Court of Santa Barbara County granted our request for a preliminary injunction against collections on

contracts which we allege are fraudulent and in violation of the 1961 consumer protection legislation, which organized labor also supported.

"In our suit against this dance studio, we alleged that lifetime contracts and agreements were entered into in violation of this act. We have uncovered more than 50 such contracts written since the first of this year. One contract with a 68-year-old widow totaled \$17,000 in dance lessons. Another called for \$14,000 worth of dance lessons. And, believe this or not, the 84-year-old mother of a union official signed to pay \$12,000 for what the studio chose to call tuition. I think we would call it a new kind of 'twist.'

"We are asking the courts to cancel those contracts and order restitution, but this is rather typical of how some businesses are able to—or at least try to—take advantage of gullible consumers. And this is what our consumer fraud section has been designed to try to prevent; to try to protect the innocent members of the public from those predatory interests that would take advantage of them.

"And this, too, is part of the record. Well, what else do we have?"

Record on Constitutional Rights

"There's the establishment in our office of a constitutional rights section, to try to guarantee to everyone the full measures, privileges and responsibilities of American citizenship. We have, of course, the Fair Employment Practices Commission, the FEPC, but that's concerned only with employment. We know that there's discrimination in fields other than employment, in fields such as housing and others. It's in these areas that our Constitutional Rights Section has been particularly active.

"Within the past year, we are proud of the fact that we were able to compel the Professional Golfers Association, a national organization to abandon its 'Caucasians only' clause, a clause that prevented a couple of great golfers from ever participating in tournaments. One of them in particular was able to tie Ben Hogan in the qualifying round of a tournament ten years ago, but, because he happens to be dark-skinned, this poor fellow today is working as a caddy at a country club, because the Professional Golfers Association had a 'Caucasians only' clause in its national bylaws.

Defense of California's Water Rights

"Well, what else have we done? There's

our forthright and personal defense of California's water rights—which, next to its citizens, are the state's most precious asset.

"While we are discussing water rights, I noticed recently there was a heap of criticism directed at me for spending so much time on the Colorado River Case, which involves the suit with Arizona over distribution of water from the Colorado River. Frankly, I didn't think there was a single Californian who failed to realize the importance of this case. On its outcome hinges the water supply for nine million Southern Californians.

"But apparently there's one man, my reactionary opponent, who doesn't comprehend the gravity of this law suit which Arizona brought against us a decade ago, and which now is near decision by the highest court of our land.

"The United States Supreme Court just asked for four additional hours of argument on the issues. As Attorney General, as a Californian, I can't shirk that responsibility, and I suggest that any Californian who would shirk the responsibility ought to move to Arizona promptly.

Conference on Narcotics

"Well, what else have we been spending our time on? We are finally getting around to a White House conference on narcotics. I have been advocating a meeting of this sort for the past three years. It's all in the record. President Kennedy, in October of 1960, while he was then Senator Kennedy, campaigning for the Presidency, sent me a telegram pledging that there would be a White House conference on narcotics.

"I have been working on that at every opportunity, and we are determined that California and California law enforcement will be heard at this conference. It's also in the record that I supported the 1961 legislation for stiffer sentences for dope peddlers. We also supported the Narcotic Control Act, to take addicts off the street and to make an attempt at rehabilitating them, making them useful and constructive members of society again.

"For over a year now, we've fought for better federal and state controls over dangerous drugs—the pep pills, the stimulants, the barbiturates. American drug manufacturers are snipping these pills by the millions into Mexican border towns, where they're sold on an over-the-counter basis, and then brought back into this country, particularly California, for resale.

"The penalty for bringing these pills

over the border is no greater than the failure to declare some belts or baskets or beads or perfume when you cross the border. Pills of this type are not under the Harrison Control Act which Congress enacted in 1914. Because of this, they're treated just the same as any other merchandise.

"We have been trying, for the past 18 months, to spotlight this problem and to set the stage for action. We have been able to secure the support of United States Senator Thomas Dodd, whose subcommittee just concluded hearings on this matter in Los Angeles. The White House conference will also examine this problem on September 27th and 28th.

Training of Peace Officers

"We can also point with pride, in the Attorney General's office, to the successful sponsorship of the law to establish a Peace Officers' Training and Standards Commission. In a very few days, I am going to have the pleasure of helping the Commission distribute \$435,000 to 156 cities and counties as partial reimbursement for police training expenses during the past fiscal year.

"Not one cent of that money is taxpayers' money. The heart of the legislation was an assessment on fines collected on criminal offenses. A total of 2279 peace officers have been trained under the program since its inception in October of 1960.

"Because of this program, I am convinced that sooner or later we are going to have a higher caliber of law enforcement officer in California. The occasional sadist, the occasional person psychopathically unfit for peace officer duty is going to be weeded out before he does damage to the public, or damage to the prestige of law enforcement itself.

Crime Prevention Bureau

"I can't end this summary without a mention of the newest section in our office. It's the Crime Prevention Bureau. We have in California today some 23,000 men and women in our state prisons. It costs \$1800 per person per year to keep them there. Now, as our population grows, more and more crimes are going to be committed. We can do one of two alternatives: either build more and more prisons at greater expense to the taxpayers, or concentrate on Crime Prevention.

"What we intend to do in the days ahead is to place our emphasis not on the punitive approach, but on crime prevention at the local level. This has been one of

the most sadly neglected areas of the public sector; it has been left to bits and pieces; a program here, a plan there, a research study somewhere else. It's been completely uncoordinated and unfostered and unfunded.

"And yet it holds the only real promise of avoiding a stalemate with the crime problem in America and in California. Here in California, next year, I propose that we make a start; that we begin to coordinate, and that we compare programs and take the best from each of them and formulate a plan that can be used in all the communities of California, to try and fight crime by a good, sound, constructive program of crime prevention.

"Well, once again, we meet here, and I am confident that we are going to meet again many times during the four years ahead.

"My opponent recently made a speech in Modesto. His audience was composed of farmers, and so, as he generally does, he told them what he thought they wanted to hear. He said: 'Attorney General Mosk ought to be defeated this year because he is pro-labor and his opinions have helped the men and women who toil.'

"Well, I do know that we call the shots as we see them, without prejudice and without favor. I know what I stand for, and I have a pretty good idea about your goals and your aspirations. I think the term was wrong, in that what we both are is pro-California.

"Thanks very much for your hospitality and for allowing me the privilege to be with you again."

Non-Union Los Angeles Times

Delegate Robert White, Allied Printing Trades Council, Los Angeles, spoke as follows, from the floor:

"I wish to announce to the delegates assembled that the Los Angeles Times is still non-union and anti-union. There are two union labor newspapers printed in the City of Long Beach and one printed in the City of Los Angeles, and I am a little bit upset at seeing a number of copies of the Los Angeles Times that are being read in this room this morning.

"Please, fellows, let's buy union labor newspapers."

Bernard B. Jacobson

Executive Director, Israel Histadrut Campaign

President Gruhn next presented Bernard B. Jacobson, Executive Director of

Israel Histadrut Campaign, who made the following address:

"I should just like to take a minute to express my gratitude for this privilege and opportunity of conveying greetings, fraternal greetings on behalf of the General Federation of Labor in Israel, the Histadrut. The labor movement of Israel, which is joined together with the free democratic labor movement of the United States on the international level, now represents almost 800,000 working men and women in this new democracy in the Middle East.

"Through the pioneering efforts of the Israeli Federation of Labor, a wasteland has been transformed into a flourishing modern nation, and one which is a bastion of freedom in a part of the world where democracy and freedom are as yet too little known.

"Israeli labor is linked with American labor by strong fraternal bonds created by similar aspirations and ideas. Because of this, through the American Trade Union Council for Histadrut, under the honorary chairmanship of George Meany and Walter Reuther, the labor movement of America has been steadfast in its support of the workers of Israel.

"These workers have been the recipient of enormous moral and material aid from the American labor movement, a program in which the California Labor Federation has played a measurable and leading role.

"I therefore just want to thank you for this support, for your sympathetic understanding, and for this opportunity of extending greetings to this great convention. Thank you very much."

Richard McGee

**Agency Administrator
Youth and Adult Corrections Agency
State of California**

President Gruhn at this time presented Richard McGee, Agency Administrator, Youth and Adult Corrections Agency, State of California, who addressed the delegates in these words:

"Thank you, Mr. President, and officers and delegates and guests of the California AFL-CIO. I have had the privilege of addressing you previously, I think, for something like your last ten state conventions. Heretofore, I've spoken to you as the Director of the State Department of Corrections. Since your last meeting, Governor Brown has chosen to make me Agency Administrator of the Youth and Adults

Correction Agency, which now includes the youth programs as well as those for adults, and all of the various boards and commissions that are connected with this function of the state government.

"Now, I don't want to presume upon your occupation this morning more than merely to express my deep appreciation for the assistance and support that I've received from members of your organizations throughout the state. You may not know that, in addition to the 23,500 in our adult institutions that Attorney General Mosk mentioned, that there are some 4800 in youth institutes; and out on the street, there are 11,700 youths that are under our supervision, under what we call parole.

"About half of these are school age, the other half are employment age; and if they have jobs, the vast majority of them are members of your unions.

"In the adults, there are 11,000 others out there on the street that must find employment if we are going to keep them out there holding up their end.

Honest Employment Is Greatest Crime Deterrent

"You are our greatest agent in this respect. The Attorney General has mentioned the importance of crime prevention; and I want to say to you that the greatest agency of crime prevention that we have in this state is the labor movement. Because you find jobs and help these people to hold jobs; help to initiate them into the business of earning an honest living. In this respect you contribute more than any other single approach that we make, because honest employment is the greatest crime preventive measure that there is.

"I want to say just two other things briefly.

"I know that my old associate, Wes Ash, has hundreds of friends in this room. I have been asked all over the place since last night: 'Where is Wes Ash?'

"Wes is still with us, but about a year ago he broke his leg and was laid up for six months; and more recently he has had an operation for a cataract on his eye.

"I bring you greetings from him and the assurance that as soon as this eye gets so he can see himself around and his cane gets limbered up, he will be around amongst you again.

Support Proposition A-1

"Now one more thing that is of concern with respect to this population growth and

with respect to many of the problems that have been discussed by previous speakers. That is the need for additional facilities for education, for public institutions of all kinds. And that is Proposition 1-A.

"I know that you have a resolution to come before this body before you adjourn supporting this proposition on the ballot. It amounts to \$270 million of authorized sale of bonds for the construction of facilities for the state colleges, for the university, for the department of corrections, for the department of mental hygiene, for the youth authority, for narcotics control and for conservation in the forests.

"This I urge you not only to support as a convention, but to get out and see to it that the members of your organization get to the polls and vote for it. It was on the ballot last time as Proposition 3. Everybody was for it. The Chamber of Commerce was for it, the taxpayers were for it, the Republicans were for it, the Democrats were for it—but the voters were against it. So let's get some more voters out there for Proposition 1-A. Not only will that have immediate impact upon the work of the construction industries in particular, but if it isn't passed I am going to be in deep trouble.

"So for whatever concern you have for me and for the rest of the citizens of the state, let's get that authorized in this election. And once again I thank you for the opportunity of being with you."

Referral of Resolutions

Chairman W. J. Bassett of the Committee on Legislation recommended that Resolutions Nos. 291 and 296 be referred to the Committee on Resolutions. The convention approved the recommendation.

Report of Committee on Resolutions

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

Policy Statement IX Housing

(a) Although the Kennedy Administration's omnibus housing program enacted in 1961 has had no equal since 1949, the nation nevertheless remains geared to an overall program incapable of meeting much more than half of its actual housing needs. Harnessing the federal government's ability to borrow money inexpensively remains the only possible way to achieve a truly mass housing market producing dwelling units at a 2.3 million an-

nual rate. At least 200,000 of these units should be for low income public housing, combined with adequate programs for moderate income groups and to meet the special needs of senior citizens, agricultural workers and displaced families.

The committee recommended concurrence.

The committee's recommendation was adopted.

(b) Organized labor pledges its unstinting support to a renewal of President Kennedy's campaign to give a voice to the 70 percent of our population residing in urban areas, through creation of a cabinet-level Department of Urban Affairs and Housing to coordinate the multiple federal activities concerned with urban problems.

The committee recommended concurrence.

The committee's recommendation was adopted.

(c) The legislature must harness the state's credit, along the lines pioneered by the Cal-Vet program, in an aggressive effort to begin meeting the pressing housing needs of all California families, with emphasis on low and moderate income needs. We commend Governor Brown's initiative in securing enactment of legislation in 1961 creating the Governor's Advisory Commission on Housing Problems to develop recommendations by 1963 for meeting these needs and to cope with the consequences of speculation and our tax policies upon improper land use and development. For Californians, the stakes could not be greater since they involve a deliberate choice between a beautiful and prosperous state or one destined for physical and economic blight.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 111—"Interest on Home Buyer's Impounded Funds."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement X Education, Section (a)

(a) The nation's slow progress toward solving our glaring educational problems stems primarily from the regressive state and local tax structures, unequal financial resources of states and localities, and continued school segregation. Organized la-

bor reaffirms its position that American education must be removed from its second-class status through a comprehensive federal aid to education measure providing funds to non-discriminating communities for classroom construction, teacher salaries and training, and expanded adult education programs, together with scholarship opportunities as broad as those extended to World War II veterans.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 40—"Federal Aid to Education"; **Resolution No. 198**—"Federal Aid to Education."

The committee report:

"The subject matter of these resolutions is similar; namely, federal aid to education.

"The committee recommends concurrence in **Resolution No. 40**, and further recommends that **Resolution No. 198** be filed."

The committee's recommendation was adopted.

Policy Statement X Education, Section (b)

(b) Labor pledges its support for greater tax equalization, removal of unrealistic restrictions on tax support for schools, provisions of "in lieu" payments for state lands removed from local tax rolls, and overall planning to assure suburban development with adequate tax bases and land set-asides for school construction. Top priority must also be given to improving the quality of teachers attracted into our schools, through salaries and conditions in line with other professions. The key to this objective is clearly the extension of organizational and collective bargaining rights to teachers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 114—"Removal of School District Tax Limits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement X Education, Section (c)

(c) Almost as insidiously as the Communist conspiracy itself, the ultra-right

lunatic fringe, subsidized by the "right to work" segments of the business world, has singled out our schools as its prime target in an effort calculated to ultimately bear fruit at the polls. Capitalizing on misguided superpatriotism and general public apathy and indifference to local school district affairs, the radical right's 'patriots for profit' have emulated the tactics of Communism by employing the weapons of fear, intimidation and harassment. While reaffirming our dedicated opposition to all totalitarian groups, organized labor pledges its uncompromising fight against this anti-labor and anti-liberal movement.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 52—"Oppose Extremist Groups"; **Resolution No. 199**—"Ultra-Right Extremism."

The committee report:

"The subject matter of these resolutions is similar: namely, the opposition to all extremist groups and the promulgation of an effective campaign against their activities.

"Your committee believes that each of these resolutions warrants favorable consideration by this convention, but that their full implementation will require study and programming by the incoming Executive Council of the Federation.

"Your committee accordingly recommends concurrence in **Resolutions Nos. 52 and 199**, and further recommends that the subject matter be referred to the incoming Executive Council for full implementation."

The committee's recommendation was adopted.

Resolution No. 253—"Proposed Department of Labor at University."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 254—"Departments of Labor in State Colleges."

The committee report:

"Your committee recommends that the last resolve be amended to read: 'Resolved, That copies of this resolution be sent to the Governor, the members of the legislature, the trustees of the state colleges, the Chancellor of the state colleges, and the Presidents of each of the respective state colleges.'

"As so amended, your committee recommends concurrence."

Delegate George Johns of the San Francisco Labor Council spoke as follows in favor of the committee's recommendation:

"The two resolutions, 253 that you just enacted and 254, were submitted by our Labor Council.

"We are very concerned in San Francisco over certain activities of the Department of Industrial Relations of Berkeley. We don't think that labor is getting a fair shake.

"You know, in the establishment of the University of California, it provided in the original laws before the turn of the century that all elements of our society were going to get equal treatment. We see now vast sums of money being spent on the colleges of medicine, of law, of business, and we see very little being spent in the way of labor. As a matter of fact, the interests of labor are hidden in the Department of Industrial Relations, and this department is obviously biased in favor of business.

"The reason I rise to my feet on this second resolution is a remark that was made by Chancellor Dumke during his speech in this convention yesterday.

"Chancellor Dumke came from San Francisco. Originally he was with Occidental College down here in the south. He then came to San Francisco State College as its president.

"What is proposed here in this resolution (and I agree with the committee and urge its adoption) is that we have a Department of Labor within our State College, whereby certain research work and educational work and a lot of things can be done on behalf of the working people of that area.

"Chancellor Dumke proposed, or indicated, in his speech that he was thinking in terms of putting this labor department within his business school. With this we do not agree. We want a separate, distinct department that will work with labor. President Dumke knows this because he has had a committee working on this for several years with San Francisco. We don't want a department that is subordinate to the best interests of business. We want a department for labor where we can go in there with the proper liaison and do some things and some research that are good for labor.

"The reason I am rising to my feet is not only to support the resolution, but to make clear in the record that Chancellor

Dumke's proposal that this labor department be put under the auspices of the business division just doesn't go. We want our own department where we can do our own job on behalf of the people we represent.

"And I urge adoption of the resolution, Mr. Chairman."

The committee's recommendation was adopted.

Resolution No. 255—"Labor Movement and Economic Education for Teachers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 228—"University Extension Support."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 229—"State College Financing."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement X

Education, Section (d)

(d) Pressing consumer problems, along with the substitution of the ultra-right's more devious anti-labor and anti-liberal activities for the ill-concealed aims of "right to work," place an unprecedented responsibility upon the shoulders of our labor education programs.

The committee recommended concurrence.

The committee's recommendation was adopted.

Report of Credentials Committee

Acting Chairman G. J. Conway of the Committee on Credentials then submitted a supplementary report. (See completed Roll of Delegates, pp. 290-299.)

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions continued the Committee's report.

Policy Statement XI

Social Security, Section (a)

(a) The disappointing defeat accorded to President Kennedy's "medicare" pro-

posal serves to highlight the unmet needs of our 17.8 million senior citizens. Unfortunately, the conclusive failure of voluntary programs to meet their compelling health care needs has not been recognized by this session of Congress. It is clear that the enactment of a full program of prepaid health care for the aged under the social security system must be made a prime issue at the next session of Congress.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 197—"Health Care for the Aged."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 258—"Oppose Kerr-Mills Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement XI Social Security, Section (b)

(b) The extremely low income level of OASDI beneficiaries warrants extensive improvement in benefit and coverage provisions, as well as an adjustment for severe inequities, to be financed through increasing the contributory wage base from \$4,800 to \$10,000 annually, along with a rise in the employer and employee contribution rate as may be necessary for proper funding of the social security program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 21—"Retirement Under Social Security At Age 62"; **Resolution No. 159**—"Lower Retirement Age."

The committee report:

"The subject matter of these resolutions is concerned with the liberalization of our Federal Social Security program, including specifically the reduction of the retirement age.

"Your committee directs the attention of the delegates to the Statement of Policy XI, Social Security, Subsection (b), on Page A-44, where in the opinion of your committee this subject matter is more adequately covered.

"Your committee accordingly recommends that **Resolutions Nos. 21 and 159** be filed."

The committee's recommendation was adopted.

Policy Statement XI Social Security, Section (c)

(c) The California Labor Federation, 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 for a state health care program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 170—"Terminate Blue Cross Plans."

The committee report:

"The subject matter of this resolution is concerned with a boycott against Blue Cross Plans because of their conduct during the recent controversy involving the enactment of a Federal Medicare Program.

"While your committee condemns the opposition of these plans to such a program, your committee wishes to point out that various other groups, including insurance carriers, hospital associations, medical societies, et cetera, were part of the same opposition to the same program.

"Your committee accordingly believes that the suggested boycott is inappropriate and recommends nonconcurrence in the resolution."

The committee's recommendation was adopted.

Policy Statement XII Social Welfare, Section (a)

(a) We call for the comprehensive improvement of the public assistance programs and an easing of the restrictions which deny them to many persons.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 181—"State General Relief Standards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 182—"Social Work Case-load Standards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 183—"Rehabilitative Services in Public Assistance."

The committee report:

"While considering favorably the subject matter of this resolution, your committee notes the necessity of cooperating with the various other federal and state agencies concerned with the overall problem of retraining. Subject to this necessary coordination, your committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

At this time Delegate Mae Stoneman, Waitresses No. 639, Los Angeles, moved for adjournment. She subsequently withdrew her motion.

Resolution No. 187—"Elimination of Categorical Aid Divisions."

The committee report:

"The subject matter of this resolution is concerned with the integration of so-called categorical aid programs into the existing Social Security Program.

"Your committee is of the firm belief that the amalgamation of so-called needs programs into the existing Social Security program is totally undesirable and that they should be continued on their existing federal, state and local contribution basis.

"Your committee recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

**Policy Statement XII
Social Welfare, Section (b)**

(b) The labor movement of California pledges utilization of its resources to defeat attempts to discredit and weaken the various welfare programs. In view of the

recent attacks on the aid-to-needy-children program in the state, the labor movement is obliged to reassert and expand its position with regard to this basic aid program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 184—"Aid to 16-17 Year Old Children."

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement XII
Social Welfare, Section (c)**

(c) The California Labor Federation is deeply heartened by the impressive performance of the 1961 session of the legislature and Governor Brown's Administration in the welfare area.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement XIII
Foreign Policy**

The California Labor Federation recognizes and supports the necessity for maintaining adequate military resources to deter and defeat the totalitarian Soviet menace and any potential aggressor nation and calls for 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 and prosperity for all the world's people.

The committee recommends concurrence.

The committee's recommendation was adopted.

Recess

On motion by Secretary Pitts, the convention was recessed by President Gruhn, to reconvene at 2:00 p.m.

AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:05 p.m.

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-A—\$270 Million Construction Bond Issue.

Recommendation: Vote YES.

Resolution No. 149—"State Construction Bond Act—Proposition 1-A."

"The subject matter of the recommendation as to Proposition 1-A and Resolution No. 149 is identical; namely, a favorable recommendation on the \$270 million Construction Bond Issue.

"Your committee accordingly recommends concurrence in the recommendation of Proposition 1-A and in Resolution No. 149."

The committee's recommendation was adopted.

Proposition No. 1—Compensation of Legislators.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 2—Veterans' Property Tax Exemption.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 3—Veterans' Tax Exemption Changes.

No Recommendation.

The committee's report was adopted.

Proposition No. 4—Assessment of Agricultural Land.

Recommendation: Vote NO.

The committee's recommendation was adopted.

Proposition No. 5—Workmen's Compensation.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 6—State Bonded Indebtedness.

Recommendation: Vote NO.

The committee's recommendation was adopted.

Proposition No. 7—Revision of State Constitution.

Recommendation: Vote NO.

The committee's recommendation was adopted.

Proposition No. 8—Legislative Rules of Procedure.

Recommendation: Vote NO.

The committee's recommendation was adopted.

Proposition No. 9—General Obligation Bond Proceeds Fund.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 10—Extension of Welfare Exemption to Leased Property.

No Recommendation.

The committee's report was adopted.

Proposition No. 11—Property Taxation on Historic Landmark Areas.

Recommendation: Vote NO.

The committee's recommendation was adopted.

Proposition No. 12—Aid to Widows of Wartime Veterans.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 13—Extension of College Property Exemption.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 14—Sale of Tidelands.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 15—County Tax Appeals Boards.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 16—Elimination of Obsolete and Superseded Provisions in the State Constitution.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 17—Compensation of Legislators.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 18—Alcoholic Beverage Control Appeals Board.

Recommendation: Vote NO.

The committee's recommendation was adopted.

Proposition No. 19—Increasing Public Officers' Salaries During Term of Office.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Proposition No. 20—Boxing and Wrestling Contests.

No Recommendation.

The committee's report was adopted.

Proposition No. 21—Election of Superior Court Judges in Counties with Population Exceeding 5 Million

Recommendation: Vote YES

The committee's recommendation was adopted.

Proposition No. 22 — Amendment of Osteopathic Initiative Act

Recommendation: Vote YES

Resolution No. 232—"Terminology for Physicians."

"The subject matter of the recommendation as to Proposition No. 22 and of Resolution No. 232 is identical; namely, a favorable recommendation as to Proposition No. 22.

"Your committee accordingly recommends concurrence in the recommendation and in Resolution No. 232."

The committee's recommendation was adopted.

Proposition No. 23—Senate Reapportionment

Recommendation: Vote NO

Resolution No. 259—"Oppose Reapportionment."

The committee report:

"The subject matter of this recommendation and of Resolution No. 259 is identical; namely, a Vote NO against Proposition No. 23, Senate Reapportionment.

"Your committee accordingly recommends concurrence in the recommendation and in Resolution No. 259; and I move the adoption of the committee's report."

The motion was duly seconded.

Debate Concerning Proposition No. 23

Delegate Leonard Levy, Clothing Workers No. 55d, Los Angeles, spoke on the issue and then moved that the question be tabled to a special order of business on Wednesday. The motion was seconded by Delegate George Roberts, Los Angeles County Federation of Labor.

President Gruhn ruled the motion out of order because Delegate Levy had discussed the issue before he made his motion to table.

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

Delegate M. Danenberg, Rocket and Guided Missile Lodge No. 946, Sacramento, spoke in support of the committee's recommendation.

Motion to Postpone Debate

Delegate George Roberts, Los Angeles County Federation of Labor, moved that all the subject matter pertaining to reapportionment be laid over until Wednesday afternoon under a special order of business. The motion was duly seconded.

Delegate Glenn Buell, Southern California Printing Specialties and Paper Products District Council No. 2, Los Angeles, spoke in support of Delegate Roberts' motion.

Substitute Motion to Take No Action

Delegate Samuel Otto, Ladies Garment Workers No. 96, Los Angeles, made the following substitute motion: that no action at all be taken on Proposition No. 23 at this convention. The motion was duly seconded.

Delegate Leonard Levy, Clothing Workers No. 55d, Los Angeles, on a point of order, requested a ruling from the Chair on Delegate Otto's substitute motion.

President Gruhn stated that the motion had been accepted by the Chair and was in order.

Discussion continued, the motion on the floor being that the convention take no action on Proposition No. 23.

Delegate Max Osslo, Butchers No. 229, San Diego, spoke in opposition to the motion.

Delegate Robert White, Allied Printing Trades Council, Los Angeles, rising on a point of order, stated his understanding that there was no such thing as a substitute motion, and that therefore the motion should be tabled, the stand should be acted upon, and that there should be no discussion upon a motion to table.

President Gruhn ruled that Delegate White's point of order was not well taken.

Delegate Max Osslo continued his speech opposing the motion to take no action on Proposition No. 23.

Delegate G. A. McGee, Carpenters No. 1507, El Monte, requested a clarification concerning which motion was under discussion. President Gruhn informed him that the motion before the house was Delegate Otto's substitute motion to take no action on Proposition 23.

Delegate Robert White, Allied Printing Trades Council, Los Angeles, on a point of order, appealed the decision of the Chair on his previous point of order.

President Gruhn ruled that Delegate White's appeal was not well taken be-

cause there had been intervening business.

Delegate Max Osslo completed his speech opposing the motion to take no action on Proposition No. 23.

Delegate Leonard Cahill, Lumber and Sawmill Workers District Council, Eureka, moved the previous question. Upon the request of President Gruhn, who urged that discussion of the substitute motion be continued, Delegate Cahill withdrew his motion.

Delegate William M. Young, Carpenters No. 1437, Compton, requested clarification of the motion being discussed. President Gruhn stated that the motion before the house was Delegate Otto's substitute motion.

This was further clarified by Secretary Pitts who explained that the motion before the convention was a substitute for the whole that had been offered to that point—a motion that the convention take no action on Proposition No. 23.

Delegate Samuel Otto, Ladies Garment Workers No. 96, Los Angeles, requested a roll call vote on the motion before the house.

President Gruhn informed Delegate Otto that in order to get a roll call vote on a motion before the house, 150 delegates must indicate such a desire.

On a point of order, Delegate George Roberts, Los Angeles County Federation of Labor, maintained that his earlier resolution to postpone to a stated time was in order and properly seconded.

President Gruhn stated that the motion presently on the floor was to take no action on Proposition No. 23.

Delegate Salvatore Menta, Air Transport Employees No. 1781, San Mateo, on a point of order, referred to Rule No. 14, and stated that Delegate Roberts' motion had been to table.

President Gruhn pointed out that Delegate Roberts' motion had not been to table, and ruled that Delegate Menta's point was not well taken.

Delegate Leonard Levy, Clothing Workers No. 55d, Los Angeles, on a point of order, protested the ruling of the Chair on his earlier motion to postpone.

President Gruhn restated his reason for refusing to accept Delegate Levy's motion: that he had spoken on the issue and then made the motion.

Delegate Levy then referred to the motion to postpone made earlier by Dele-

gate George Roberts, which Delegate Levy believed had been also rejected.

President Gruhn explained again that Delegate Roberts' motion was on the floor, that the motion by Delegate Otto, to take no action, was a substitute for Delegate Roberts' motion, and that this substitute motion was presently on the floor.

Delegate Otto repeated his desire for the vote on the substitute motion to be a roll call vote.

Delegate Robert White, Allied Printing Trades Council, Los Angeles, on a point of order, referred to Rule No. 10, and stated his opinion that neither in the rules of this convention nor in Roberts' Rules of Order was there any provision for a substitute motion, and therefore, that Delegate Roberts' motion to postpone action until Wednesday afternoon should properly be on the floor.

President Gruhn ruled that the appeal of Delegate White was not well taken, repeating that the motion before the house was Delegate Otto's motion to take no action.

Motion to Postpone Debate on Substitute Motion

Delegate Al Holt, Barbers No. 295, Los Angeles, moved that consideration of the motion presently on the floor, the substitute motion, be postponed until Wednesday afternoon. The motion was duly seconded.

Delegate Paul Jones, Laborers No. 304, Oakland, spoke in opposition to Delegate Holt's motion.

Latter Motion Defeated

President Gruhn thereupon called for a vote on Delegate Holt's motion. The motion was defeated.

Motion for Previous Question

Delegate Philip Deredi, Apartment, Motel, Hotel and Elevator Operators No. 14, San Francisco, moved the previous question.

Motion for Question Defeated

The motion for the previous question was defeated.

Discussion of Substitute Motion

Delegate Ernest C. Perry, Steelworkers No. 1304, Emeryville, spoke in opposition to the substitute motion.

Delegate John Swall, Carpenters No.

1478, Redondo Beach, made a substitute motion to postpone action until Wednesday afternoon at 2:00 o'clock. The motion was seconded.

President Gruhn, pointing out that there was already a substitute motion on the floor, did not accept Delegate Swall's substitute motion.

Delegates Larry Kilty, MPSC No. 839, Hollywood, and W. J. Bassett, Mailers No. 9, Los Angeles, spoke in favor of the substitute motion.

Delegates Gunnar Benonys, Carpenters No. 36, Oakland; Harlan Savage, Oil, Chemical and Atomic Workers No. 128, Long Beach; Harry Finks, Sacramento Labor Council; Louis Ciccone, Auto Workers No. 216, South Gate; and Secretary Thos. L. Pitts, spoke in opposition to the substitute motion.

Delegate Salvatore Menta, Air Transport Employees No. 1781, San Mateo, moved the previous question. The motion was duly seconded.

Substitute Motion Defeated

President Gruhn put the question. On a voice vote, the substitute motion was defeated.

Discussion on Motion to Postpone

At the request of President Gruhn, the reporter read the motion which had been made earlier by Delegate George Roberts, Los Angeles County Federation of Labor, and which, following the defeat of the substitute motion, was then before the house. This motion was that action be postponed on Proposition No. 23 until the special order of business on Wednesday afternoon.

Delegate Mae Stoneman, Waitresses No. 639, Los Angeles, spoke in favor of Delegate Roberts' motion.

Delegate McCarty, Rubberworkers No. 43, Los Angeles, moved the previous question. This motion was adopted.

Motion to Postpone Defeated

President Gruhn then called for a vote on the motion to postpone action to a special order of business on Wednesday afternoon.

This motion was defeated.

Debate on Recommendation on Proposition No. 23

Debate on the committee's recommen-

dation to vote NO on Proposition No. 23 was opened by Secretary Thos. L. Pitts.

THOS. L. PITTS

"This issue is one of great importance to us; and I am pleased that you decided to reach some conclusion on it, if possible, this afternoon, because we do have an attendance, at this session of the convention, I am sure, of as many delegates as we will have at any time during this convention. So that there will be ample opportunity for those who feel one way or the other about the issue to explain themselves as to why they feel that way. Then we will have the full merits and demerits in front of us, and I think all are capable of logical and reasonable judgment in the final analysis, so that we can come to an intelligent decision and not run away from what is our prescribed obligation of providing leadership to laboring people in the State of California.

Previous Attempts at Reapportionment

"Two years ago, yes, there was an attempt at reapportionment. The attempt at reapportionment two years ago came out of our convention with no recommendation. This again I think was possibly an error in our judgment at that time. Nevertheless, it was roundly defeated in the campaign. It only points up to us that things have changed from time to time down through the years. I recall very clearly that in 1948 we in the labor movement sought reapportionment of the State Senate. And I say to you, as I talk to you today, that I am not against reapportionment. I am for reapportionment at the time reapportionment is presented to us—or else we ourselves take the initiative and bring it about and provide the plan—that will give to us equitable, honest representation by the senators, based upon population, with equal treatment throughout the state.

"Two years ago the proposition was lost. Those who espoused the proposition that it was not so good for us at that time had to find different ways and means. So what did they do but try to reach out again to the more densely populated counties; namely, San Diego County, Orange County, San Francisco City and County, and Alameda County. And to those counties they offered a little plum, saying to them: 'You will have one additional senator. So as a result you will have better representation than you have had in the past.'

Effects of Reapportionment

"Well, it doesn't take too long for us to analyze what happens in San Diego County and Orange County and Santa Clara County, San Francisco City and County, and Alameda County; and I am sure that most of the people from those counties that I have just mentioned will point out clearly to you that it is a very difficult job for them when they redistrict the senatorial areas within their counties to provide themselves with an additional senator, and that they will have serious problems in trying to elect to the senate the kind of people who will be responsive to the wishes of the workers in the state.

"This is No. 1.

"In Los Angeles County the possibility may be a little bit better than in the other counties, but I point out to you in addition that this proposition puts a ceiling on our state senate of 50 senators. I point out further to you that it is a formula of representation, presumably on a basis of 600,000 population per senator in most instances.

"When they come back to the point of San Bernardino County, arriving at a figure where it will be entitled to additional representation as a large and growing county, or when they come to the question of Sacramento being entitled to another senator and becoming a large and growing county as it is now, and there is the possibility of another county or two following in the same category, then what will happen to the ratio?

"The ratio will be changed. And the legislature will have the power to change it. It is not a power vested yet in the people of the State of California by the constitutional amendment.

Who Is Financing This Attempt?

"In addition to this little problem, I am somewhat curious when I ask: 'Who are the people who are financing Senate reapportionment?'

"Returning to the year of 1948 when we financed it ourselves in the labor movement, it was at a time when we could tally on our fingers about seven liberal votes in the Senate of the State of California. That is why we wanted to reapportion the state Senate; why we wanted to make it look like something that was truly representative of the people. Because we needed a little more liberal representation in our state Senate.

"So we came to the year of 1960. This matter became qualified as a proposition

on the ballot at a time when it took, I believe, about 420,000 valid signatures, or thereabouts, to qualify it. This meant that they had to obtain some six or seven hundred thousand signatures in the state in order to have that many valid registered voters signing it.

"Where did the money come from that was put behind the effort to gain 420,000 valid signatures in the year of the 1960 reapportionment proposition? And I speak with experience of the great expense involved, because many of you will recall that in 1958 when we qualified a tax measure which was entitled Proposition No. 17 on the ballot, the same year we had the 'right to work,' we in the labor movement did not have sufficient forces within the time limits, which are the same time limits today, to qualify that measure by any of our volunteer activities. We had to go outside and pay the professional people. And I can tell you that it cost us nearly \$160,000 to qualify it. So if it cost that money to qualify a measure in 1958 with 322,000 valid signatures, what did it cost to qualify one in 1960, and what did it cost to qualify one in the year 1962, when the requirement is 100,000 more ballot signatures than it was then?

"We couldn't do it and we didn't do it in this instance. Somebody has put up the money. That kind of money rarely comes from sources that are kind to labor."

At this point, on motion made and seconded by several delegates, the convention voted to extend the speaker's time, and Secretary Pitts continued:

Liberal Composition of Senate

"It becomes rather strange today that when we have reached a position in the Senate where we have a reasonably liberal floor, we are now confronted with the proposition to reapportion the Senate.

"Recall that I said that in 1948 when we tried reapportionment we had about seven liberal votes in the Senate. From the year 1948 on, the last 12 to 14 years, a great deal of work was done to try to bring into the Senate floor some liberalism. This has been accomplished, and the proof of the pudding is before you as a result of the 1961 session of the legislature. The proof of the pudding that the floor of the Senate is reasonably liberal lies in the fact that when the committees in the Senate denied to our people increased benefits on the question of temporary disability in the workmen's compensation laws, we happened to have down on the floor in the Senate an innocuous little bill that

didn't mean much, that had gotten by the committee; and by means of that bill, we had enough senators willing to amend every phase of the temporary disability law which had been denied to us by the committee in the Senate. It was so accomplished and became law as a result of the 1961 session of the legislature.

Detrimental Committee Structure of Senate

"What is wrong with our state Senate today is not necessarily the fact that we have problems on the floor. What is wrong with it is the committee structure that exists. And if you would turn to the proposition paper that may have been passed out to some, signed by a number of people called the Northern California Labor Committee for Proposition 23 (and I don't recognize the names of the people listed as the Northern California Labor Committee, oddly enough, and I have been in this labor movement for a great many years in the state), you will find there all of the documents that they set forth. They are talking about bills that were killed by the Senate, but they can't say to you that they were killed by the Senate on the floor. They should say to you honestly that they were killed in the committee.

"This should point up sufficiently well to our people where the problem lies in the Senate. That is not on the floor. And the proof that I gave to you was what was accomplished in the year 1961.

"As I said earlier, I am for equitable reapportionment programs which will give us decent representation based upon population. And I want to read to you what will happen, as we have broken down the figures in the counties, and to show you what you will have left should this proposition be passed in the state of California.

Proposition Would Effect Gross Inequities

"Los Angeles County will wind up with six senators, at least at this stage of the game, based upon the 1960 census of 6,038,771 people; and there will be a ratio of population of 1,006,462 per senator.

"San Diego will have two senators, and this will be on a ratio of 516,506 per senator.

"Alameda County will have two senators, on a ratio of 450,405 population.

"San Francisco City and County will have two Senators, based upon a ratio of population of 370,158.

"Orange County, two senators based

upon a representation of population by each senator of 351,963.

"Santa Clara County, two senators based upon a representation again of 321,158.

"Now I take you away from there and take you to the counties that have today one senator—in some instances combined counties—and show you when we start to talk about equitable representation that we do still then have a tremendous problem as far as reapportionment is concerned; that this proposition does not accomplish the job of reapportionment as the labor movement has for years and years been supporting reapportionment.

"We go to Del Norte and Siskiyou Counties, and there the senator represents only 50,656 people.

"These are the senatorial districts.

"We go to Lake and Mendocino Counties, another senatorial district, and the senator there represents 64,845 people.

"We go to Butte County, and there the senator represents 18,030 people.

"We go to Colusa, Glen and Tehama, and there the senator in that district represents 54,625 people.

"We go to Sutter-Yuba, and the senator in that district represents 67,249 people.

"We go to Sonoma County; a senator represents 147,375 people.

"We go to San Joaquin County. We there find a senator representing 249,989 people.

"We go to Stanislaus County. Another senator representing 157,294 people.

"Madera, Merced, another senatorial district, representing 130,914.

"And then let me give you this one: Calaveras-Mariposa-Tuolumne: a senator representing 29,757 people.

"Then let's go to Alpine, Inyo and Mono Counties. There a senator represents only 14,294 people, if you please.

"Then we go to Fresno County. There is quite a change. It jumps up again to 365,000 people for one senator.

"Tulare County: 168,000.

"Kern County: 291,000.

"San Bernardino: 503,000.

"Lassen, Modoc and Plumas Counties, one senatorial district, again 33,000 people.

"Humboldt County, a district, 104,000 people.

"Shasta-Trinity Counties: 69,000.

"Nevada-Placer-Sierra: 80,000 people.

"Amador - El Dorado: 39,000 people. Again, if you please, one senator representing them.

"Napa-Yolo: 131,000.

"Marin: 146,000.

"Solano: 134,000.

"Then go to Contra Costa, with one senator: 409,000, again.

"Sacramento: 502,000.

"San Mateo: 444,000.

"And look at these in the half-million figure. These are the ones that I tell you may arrive, under the new formula, at an additional senator and, as a result, would have to take one from some other county that has it.

"But since the Senate itself would never vote to abolish an existent district, these growing counties would find they were still limited to one senator.

"Monterey County: 198,000.

"Kings County, again 49,000.

"San Luis Obispo, another senator, 81,000.

"Santa Barbara, 168,000.

"Ventura, 199,000.

"Riverside, 306,000.

"Imperial County, 72,105.

Aim for Equitable Representation

"I am for reapportionment, but I don't want to have the Senate stolen from me while we are attempting to get an honest and equitable reapportionment program. And if we take this proposition and pass it in the State of California, history will show you that we started on the present type of Senate we have in the year of 1926. We did not actually put it into functioning order until about 1932 in this fashion. So here we are 30 years later actually getting to the question of reapportioning the Senate and trying to solve it on an equitable representation basis. And if we pass this proposition, which provides (with these figures, it cannot be denied) the most inequitable representation program that could exist in our state Senate, in the year of 1962, it will probably be 1992 before we have the ability to achieve the correct representation program. If we reject it, yes, then we will have an opportunity, because there will still be a desire among the people for equitable representation, maybe to come back in 1964 or 1966 and thereby pass at that time something which gives us truly a Senate in the State of California that can do a job.

Disastrous Results of Proposition No. 23's Passage

"You cut out for me two years ago in this convention a job of providing legislative activity and a job to try to pass the measures that we want in the Senate. If Proposition No. 23 were to pass, our job would be far more difficult. Those senators from counties that get additional seats would naturally see that the re-districting followed lines that would shore up their own positions to secure reelection. Thus we would be left with a thin margin in remaining areas of these counties, giving conservative senators an opportunity to be elected, with resultant watering-down of liberal strength on the floor of the Senate.

"Don't try to solve the problem by this process. Solve the problem by correcting the committee structure of the state Senate and do the job of reapportionment when we have a design that will provide equitable and honest representation for the people of the state of California, instead of having one county with a high population as compared to another one with 13,000, each with one senatorial seat. This is what I call the 'rascals gain.' I have in the back of my mind a fear that some of those who opposed us in 1948, when we tried and failed to get our own just reapportionment measure passed, are the very people who are now behind Proposition No. 23. (I don't mean this to be directed at our people in labor, because I think if they are supporting this now, they have been misled.) These people see that we now have a reasonably liberal Senate that is beginning to operate as it should operate on behalf of the people of the state of California. So now they want to change it so they may regain control of the state Senate and have it operate as it did in their behalf for so many years.

Support Your Council and Committee

"I ask you wholeheartedly to support the position of the Executive Council, support the position of the Resolutions Committee, and vote 'Aye' for the motion that is presently before this house, so that we can return to Sacramento and do an honest job of representing you and all the rest of the people in this state in trying to legislate on behalf of the working peoples' interest."

Motion for Roll Call Vote

Delegate Gayle Collins, Union Label

Council, Los Angeles, moved that a roll call vote be taken.

Motion Denied

President Gruhn pointed out that the question was still under discussion and that debate had not yet been cut off.

Delegate Kate Brooks, Clothing Workers No. 408, Los Angeles, moved the previous question. The motion was duly seconded.

When the question was put, the motion was defeated.

Further Discussion

Debate ensued on the Committee's recommendation.

The following delegates spoke in favor of the committee's recommendation: Robert S. Ash, Alameda County Central Labor Council; Gunnar Benonys, Carpenters No. 36, Oakland; William O'Rear, Central Labor Council, Fresno; Frank White, Steelworkers No. 1304, Emeryville.

The following delegates spoke in opposition to the committee's recommendation: Leonard Levy, Clothing Workers No. 55d, Los Angeles; Louis Siccone, Auto Workers No. 216, South Gate; Jack T. Lyons, Sprinkler Fitters No. 709, Los Angeles; Samuel Otto, Ladies Garment Workers No. 96, Los Angeles.

Call for Question

Delegate Salvatore Menta, Air Transport Employees No. 1781, San Mateo,

moved the previous question. The motion was adopted.

Request for Roll Call Vote

Delegate W. J. Bassett, Mailers' No. 9, Los Angeles, and other delegates then called for a roll call vote.

When it appeared that at least 150 delegates desired a roll call vote, President Gruhn announced that the convention would proceed to take this vote.

Secretary Pitts described the procedure to be followed in the taking of the vote, and restated the motion, which was to adopt the committee's recommendation to vote NO on **Proposition No. 23**, and to concur in **Resolution No. 259**.

Roll Call Vote

The roll call vote, conducted by Chairman James Blackburn of the Committee on Credentials, proceeded to completion. At the close, the tabulation was announced by Chairman Blackburn, as follows:

YES: 305,489

NO: 186,354

Adjournment

On motion made and duly seconded, the meeting was adjourned at 8:17 p.m., to reconvene at 9:30 a.m. on Wednesday August 22, 1962.

THIRD DAY

Wednesday, August 22, 1962

MORNING SESSION

The convention was called to order by President Gruhn at 9:55 a.m.

Invocation

President Gruhn then introduced Dr. H. H. Brookins, Pastor of the First African Methodist Episcopal Church of Los Angeles, who offered the invocation.

"Oh God, Thou who dost look down from Thy holy throne on this beloved land of ours and upon us who labor in love on behalf of all Thy people, we pray Thee for the freshness of the blessings of this morning. Grant us this day, O Lord, a vision of our state, fair as she may be, cities of justice where none shall prey on others, states of plenty where poverty and pestilence shall be eradicated, a nation of brotherhood where all success shall be founded on service, and honor shall be given to nobleness alone.

"We thank Thee, O God, for the occasion which brings us together in fellowship one with the other. We do most humbly thank Thee for this land of abundance in which we dwell. We are grateful for the field and the factory, for faith and fellowship, for food and for fortune.

"O Lord God, as we convene here in this great assembly to review and to revise the rules which will regulate our conduct in the discharge of our duties, may Thee so control our lives that we will conspire to do Thy will.

"The vultures of the world are flying low above our heads, seeking to destroy and to divide those who would unite for good and for God. Remove from our ranks this day, O Lord, all rancor and deception and mistrust which would set church against state, management against labor, and race against race. In our mad rush to inhabit the infinitesimal reaches of outer space, may we be equally restless to fill the inner man with the things of the spirit.

"And finally, O God, teach us not so much to be served as to serve. Make us ever conscious that there are many measures, but only true manhood counts in a world like ours, many political parties but one great purpose overriding us all, many missionaries sent abroad and at home, but one great mission for mankind, many

creeds from many denominations but one Cross.

"May the spirit of this convention not only be one to further the business interests of our great state and country, but to broaden the basis of our brotherhood in the family of people of God.

"And now the Lord bless thee and keep thee, the Lord make His face to shine upon thee and be gracious unto thee. The Lord lift up the light of His countenance upon thee and give thee peace now and forevermore. Amen."

Re-Referral of Resolutions

Chairman Small of the Committee on Resolutions recommended that **Resolutions Nos. 274, 275 and 276** be re-referred to the Committee on Legislation. The convention approved the recommendation.

During this time an unidentified speaker moved that the delegates pledge allegiance to the flag at the opening of each day's session, rather than only at the opening session. President Gruhn ruled that the motion was out of order, as there was already one motion before the convention (the above-mentioned re-referral).

President Gruhn Answers Nixon

President Gruhn at this time made the following statement:

"I would like to take a special privilege, after the long session yesterday. I have been in a sort of slow burn. I feel that I am a pretty tolerant individual, but it's due not to what happened here yesterday, but what I saw in the paper, the comments by a so-called candidate for governor of this state.

"Nixon, the erstwhile pied-piper from Whittier—and I believe I say this with charity—plays his woeful tune, trying to lure the working men and women into the bliss of his so-called Progressive Conservatism—whatever that is. Dick has resorted to the old trick of divide and rule. His reference to labor union political bosses is a slur on the dignity of the labor movement of California and its democratic processes, which were so well exemplified here yesterday, and recently at our California Labor Council on Political Education pre-primary convention in San Francisco.

"Dick is loose with the truth, or he is ignorant of the democratic processes of the California labor movement. It could be he has associated himself so much with the large corporate interests that he thinks labor operates in the same manner.

"Nixon complained that he wasn't invited to this convention. He didn't tell about the fact that he was invited to appear before the Executive Council and interviewing committee of the California COPE at the time of the pre-primary convention in San Francisco; that he failed to make an appearance.

"The Republican senatorial candidate who is incumbent U. S. Senator had the courtesy to make such an appearance, and I am quite sure that he will vouch for the democratic processes of the labor movement, even though he wasn't successful in getting an endorsement, despite the recommendation from the so-called labor bosses that he be endorsed on his own party in the primary.

"Dick didn't say anything about the fact that the party that he's titular head of in this state failed to invite labor to appear before its platform committee. I wonder what kind of a tune he's going to pipe next. I hope it's the Waltz of Political Oblivion.

"It's up to you and the membership of your organizations to give him an assist in this at the November Grand Ball.

Report of Committee on Resolutions

Chairman Small of the Committee on Resolutions made the following report for the committee:

Proposition No. 24 — Louis Francis Amendment.

Recommendation: Vote NO.

Resolution No. 116—"Ballot Proposition No. 24 (Francis Amendment), 'Control of Subversive Activities.'"

The committee report:

"The subject matter of this recommendation and **Resolution No. 116** is identical, namely, Vote NO against Proposition 24—the so-called Francis Amendment.

"The committee recommends concurrence in the recommendation on **Proposition No. 24** and in **Resolution No. 116.**"

The committee's recommendation was adopted.

Resolution No. 240—"Apprenticeship Field Representatives."

The committee report:

"The committee recommends that the last Resolved be amended to read:

'Resolved, That upon passage of this resolution copies be sent to the Secretary of Labor, U. S. Department of Labor, Washington, D. C., and to John F. Henning, Director, California State Department of Industrial Relations.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 241—"Salary of Apprenticeship Consultants."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 260—"Apprenticeship Programs in Federal Civil Service."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 84—"Union Label"; **Resolution No. 101**—"Union Label Councils."

The committee report:

"The subject matter of these resolutions is similar: namely, the implementation of an effective Union Label Program.

"The committee recommends concurrence in **Resolution No. 84** and further recommends that **Resolution No. 101** be filed."

The committee's recommendation was adopted.

Resolution No. 177—"Don't Buy Henry I. Siegel (H.I.S.) Suits and Coats."

The committee report:

"Your committee recommends that the first Resolved be amended by striking the words in lines 6 and 7 'wherever possible.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 178—"Don't Buy Richman."

The committee recommended concurrence.

Delegate Leonard Levy, Clothing Workers No. 55d, Los Angeles, spoke in favor of the resolution, and replied to a question from Delegate Gunnar Benonys, Carpenters No. 36, Oakland, concerning the cost of the union label itself.

The committee's recommendation was adopted.

Resolution No. 176—"California Union Label Department."

The committee report:

"This resolution calls for the establishment of a union label department within the framework of the California Labor Federation and the creation of a full time director for this department.

"While your committee is sympathetic with the implementation of a union label program, your committee firmly believes that the establishment of additional departments and the creation of additional executives within the framework of the Federation is a subject matter which more properly should be considered by the incoming Executive Council of the Federation, since in addition to the determination of policy questions it involves substantial expenditures of funds and extensive programming if the program is to be effective.

"Your committee accordingly 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.

Ernest W. Tallman

**Director, Social Security Administration,
Pacific Region**

President Gruhn presented Ernest W. Tallman, Director, Social Security Administration, Pacific Region, who made the following remarks:

"I want to reminisce for a few words before thanking you.

"I sat on this platform 25 years ago when Neil Haggerty was elected president of this organization, and I believe Jack Shelley was presiding. So each year you have been kind enough to invite me back to your state conventions, and I deeply appreciate it. Our manager, Mr. James Bretherton, is here with his assistants; Mr. Red List is the assistant manager; McCarty is here at all times. They provided these 2000 brochures for your information on Social Security. And you can take those with you. They will be very helpful to you.

"I was especially interested in seeing my old friend Neil Haggerty and Jack Shelley, and I visited with your Director of Social Security in Washington, Nelson

Cruikshank, some time ago. I hope that next year you'll have better luck with the medical care problems of the aged in this country.

"Thank you for inviting me to be with you."

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation made the following report for the committee:

Resolution No. 130—"Prohibit Use of Lie Detectors in Employment Relations."

The committee recommended concurrence.

The committee's recommendation was adopted.

Brazilian Trade Unionists

President Gruhn introduced the following trade union visitors from Brazil:

Abilio Bottega from Rio Grande do Sul, Brazil, President, Union of Construction and Furniture Workers of Ijuí.

Guilherme Giro, Sao Paulo, Brazil, President of the Construction, Tile, Cement and Marble and Granite Products Workers' Union.

Manoel Barbosa Lima, Teresina, Piauí, Brazil, President, Union of Construction Materials Workers of Teresina and Campo Maior.

Domiciano de Sousa Marinho, Goiania, Goias, Brazil, President, Union of Construction Materials Workers of Goiania and Secretary of the Federation of Workers in Industry of the State of Goias and Brasilia.

Joao Balbino G. Moreira, Caxias do Sul, Rio Grande do Sul, Brazil, Secretary, Union of Construction and Furniture Workers of Caxias do Sul.

Horacio Arantes Silva, Ribeirao Preto (SP), Brazil, President, Union of Carpenters and Cabinet Makers of Ribeirao Preto.

Adelino Rodriguez de Souza, Manaus, Amazonas, Brazil, President, Union of Carpenters and Furniture Workers of Manaus.

Report of Committee on Legislation

Chairman Bassett of the Committee on Legislation presented the following report for the committee:

Resolution No. 209—"Housing Discrimination"; **Resolution No. 51**—"Discrimination in Housing."

The committee report:

"The subject matter of these resolutions

is the same, discrimination in housing. The committee recommends concurrence in **Resolution 51** and further recommends that **Resolution 209** be filed."

The committee's recommendation was adopted.

Resolution No. 118—"Repeal of California Fair Trade Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 163—"Delinquency Payments."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 166—"Garnishment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 243—"Prohibit Short Weight Tolerances."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 23—"Conclusive Presumption for Fire Fighters."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 25—"56 Hour Work Week for Fire Fighters."

The committee report:

"The sponsors of this resolution appeared before your committee and requested that the resolution be withdrawn. The committee recommends concurrence in the request."

The committee's recommendation was adopted.

Resolution No. 26—"Arbitration Procedure for Fire Fighters."

The committee report:

"The sponsors of this resolution appeared before your committee at its request, and after discussing the resolution, suggested certain amendments, which in the opinion of the committee would not remove the objectionable features of the resolution.

"Your committee accordingly, with the

agreement of the sponsors, recommends that the resolution be filed, but that the incoming Executive Council and officers of the Federation extend all possible assistance to the Fire Fighters Association in order to attempt to establish proper procedures which will resolve the problem set forth in the resolution."

The committee's recommendation was adopted.

Resolution No. 27—"Civil Service for All Paid Fire Fighters."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 29—"Prohibiting Consolidation of Police and Fire Departments."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 30—"Fire Fighter Representation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 246—"Enforceable Awards by Labor Commissioner."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 247—"Permit Labor Commission to Prosecute Violators."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 102—"Employees of LAMTA"; **Resolution No. 105**—"LAMTA Employee Representation."

The committee report:

"At the request of your committee the sponsors of these resolutions appeared before them, together with other delegates who opposed the resolutions on the grounds that they involved matters of jurisdiction concerning which your Federation is not authorized to act. After hearing the parties, your committee is convinced that matters of jurisdiction are involved and accordingly your committee recommends nonconcurrence in **Resolutions Nos. 102 and 105.**"

The committee's recommendation was adopted.

Resolution No. 103 — "LAMTA Legal Counsel."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 104 — "LAMTA Members."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 248—"Lockout of Non-Striking Employees"; **Resolution No. 249**—"Make General Lockout Illegal."

The committee report:

"At the request of your committee, the sponsors of these resolutions appeared before the committee, and, in addition to the complexities of the problems involved, your committee advised them that it would appear that this legislation, even if enacted, would be pre-empted by the federal legislation, and accordingly could not become effective.

"Accordingly, with the agreement of the sponsors, your committee recommends that Resolutions Nos. 248 and 249 be filed."

The committee's recommendation was adopted.

Resolution No. 148 — "Investigate Increasing Hospital and Medical Charges"; **Resolution No. 222**—"Medical Care Costs."

The committee report:

"The subject matter of these resolutions is similar: namely, the investigation of the increasing hospital and medical costs and the request that appropriate legislative action be taken to correct the situation.

"The committee recommends that the second Resolved of Resolution No. 148 be amended by striking the word 'union' in the last line. In other words, it would make an investigation of all health and welfare plans, whether management or union.

"As so amended, your committee recommends concurrence in Resolution No. 148, and further recommends that Resolution No. 222 be filed."

The committee's recommendation was adopted.

Resolution No. 167—"Health and Welfare Plans for Aged."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 158—"Medical Care for the Aged."

The committee recommended concurrence.

The committee's recommendation was adopted.

Mrs. U. S. Savings Bonds

President Gruhn then presented Mrs. U. S. Savings Bonds: Mrs. Emily Terrall of St. Helens, Oregon.

President Gruhn requested that Secretary Pitts come to the rostrum also.

Mrs. Terrall then spoke as follows:

"I would like to say that in January of this year President Kennedy inaugurated what we have called the Freedom Bond Drive. This has been a nationwide concentrated effort, the first since the Korean Conflict. It was at that time that Mr. George Meany, President of the AFL-CIO, endorsed our Freedom Bond Drive with these following words:

"In these critical times the safest investment for any American, especially for the American worker, is United States Savings Bonds. This year's Freedom Bond Drive should remind every American that he can give practical expression to his patriotism while he saves for his own future with a U. S. Savings Bond."

"Now I am happy to report to this convention today that the Freedom Bond Drive has been an unqualified success. Treasury officials have told me that the substantial gains which have been made primarily through the payroll savings participation and in other areas as well will produce increased sales in all the months ahead.

"Here in California the gains exceeded the national average. During the first six months of the year Californians purchased more than \$158 million worth of savings bonds. This has been about four million more than the same period for 1961. Currently throughout the nation we have outstanding over \$45 billion worth in savings bonds. This is a record, all-time high.

Freedom Bond Award to Federation

"The continuing support and the cooperation of every segment of organized labor in the state have helped to insure this success. So on behalf of the Treasury, the Secretary of the Treasury, Douglas Dillon, it is my great pleasure to present to the California Labor Federation this outstanding Freedom Bond Award.

"I would like to read the inscription for you:

"The United States Treasury Department Freedom Bond Award to California Labor Federation, AFL-CIO, for service to the nation through the promotion of bonds of freedom, U. S. Savings Bonds.

"Presented August 20th, 1961'

"It is signed by Douglas Dillon and Mr. William H. Neal, National Director, Savings Bonds Division.

"Mr. Pitts, congratulations to everyone in the whole organization."

Secretary Pitts thanked Mrs. Terrall in these words:

"I am proud and happy indeed to accept this on behalf of the California Labor Federation. We feel seriously our responsibilities and our obligations in this instance to our United States Government and will always cooperate in doing what we can to urge the people throughout the state of California to continue their purchases of the series of bonds involved.

"Thank you again on behalf of all of our people in the state of California."

Edward Howden

Chief, Fair Employment Practices Commission, State of California

Chairman Gruhn next introduced Edward Howden, Chief of the Fair Employment Practices Commission of the State of California, who gave the following address:

"As you all know, Fair Employment Practices has been the law of the State of California since 1959. The No. 1 point in Governor Brown's initial legislative program and, as President Gruhn has indicated, a major point in the AFL-CIO's work for civil rights over the preceding years, has been enactment of this legislation. It took 15 years to get FEPC in California. We now have just about three years of experience under our belt.

"It was vital to have the cooperation and the leadership of the AFL-CIO to get that legislation. That cooperation on a continuing basis has been vital in the success the FEP Commission has been able to achieve to date.

"I understand that you have passed a resolution calling for strengthening of legislation in civil rights affecting housing and for administration of that kind of legislation by a commission such as the FEP Commission.

"We thank you for that expression of confidence in our Commission and we hope to continue to earn that confidence.

"Among the leadership which your Federation has given to this work, I want to express on behalf of the FEP Commission, Chairman John Ford, our deepest appreciation. I want to thank you, too, for the solid-rock support which Brother C. L. Dellums of your ranks has given as a member of that commission and which Jack Henning, coming from your ranks and your former officer, has given as head of the department of which we are a part. Thank you."

Roy R. Evans

Secretary-Treasurer, Texas State AFL-CIO

The chairman next presented Roy R. Evans, Secretary-Treasurer of the Texas State AFL-CIO, who made the following remarks:

"You mentioned the Right to Work law. California is probably the biggest benefactor of Texas' Right to Work law. Look at the average wages here. You'll find that they are something like 48 cents an hour more. And that is why people leave Texas and come to California. At least, that is one of the big reasons. Of course you have others.

"As your Lieutenant Governor the other day said, this is where the brains are. I am not saying I agree with that when I go back to Texas, but I am sure that this is one of the things that causes people to come to your great state.

"I am not going to take very much of your time because of the lateness of the hour.

"You know, I spent a day and a half here in this convention. I wondered if there was any similarity whatsoever to our conventions in Texas. And I went out and picked up the paper yesterday afternoon, and I saw that one of your politicians here had made a charge about 'union bosses.' And I felt at home a little bit, because we have more than our share of irresponsible politicians who make these charges when they don't have real issues that they can campaign on.

"Then I sat a little while in the session of yesterday afternoon, and I really did feel at home. Maybe it is a perverted sense of humor of a fellow officer from another state, but I kind of enjoyed seeing Brother Pitts and Brother Gruhn and Brother Small get 'the business' up here.

"You showed signs of Texas qualities there.

Migrant Farm Labor and Braceros in Texas

"There are two reasons why I came out here:

"1. We have a great problem in Texas and you hold it to a certain degree in California. Our two states have the distinction of exporting and importing 75 percent of the migrant farm labor in these United States. In Texas it is particularly acute. And I would like to mention here—because I know, having the experience of Secretary Pitts, that sometimes the delegates don't read all the stuff you give them—if you will turn to the page of your Officers' and Secretary's Reports that is numbered 98, you will read part at least of a speech that I was going to give. It is an extremely good report by your Secretary. Then in other parts of the Executive Board reports there is an account in considerable detail of the migrant farm worker and bracero problems, which is very enlightening.

"2. We have another problem in Texas that you don't have so much. I think in possibly one town, El Centro, you may have it. But in many of our border towns all up and down the Rio Grande, from Brownsville to El Paso, we have something like 100,000 commuters coming over every day, and they are given resident-alien status.

"The administration that is now in office in the Texas AFL-CIO elected to try to do something about this. 100,000 people are granted illegal right to work in Texas. That is not a play on that word.

"We filed a mandamus action against the Attorney General, Robert Kennedy, asking that something be done about enforcing the law in regard to this.

Adverse Effects on Labor Force

"One of the results of our mandamus is some investigations that were done by the Labor Department. And here are a few examples, brought down to one-fourth the size, of incidents that show the Immigration Service and the Labor Department and the Attorney General the results of allowing these people to come over and be exploited on the American side, and its terrific and great adverse effect on our labor force. I will give you one example: a man working 80 hours a week for \$20.

"They are not all this bad. We have many there, though, and I suppose the average would be 48 hours a week for sixteen to twenty dollars. It is real sad. And you go up and down the streets in

those towns and you see why people migrate. You see why they go to North Carolina and to Colorado and to California. They board up their houses. In Laredo there is 15 percent unemployment. They allow 15,000 people to come across that bridge every day. You can see why one out of every three houses is boarded up.

"I am proud to say that your organization is going to enter as a friend in court to try to get some reaction to prevent this type of thing. But this is part of the problems that we face in Texas. We have many others.

"Governor Brown was correct. Your state and your labor movement are in the spotlight, not only in Texas but in many other areas. You do have responsible leadership. It has not just been education that has caused this state to be in leadership. It has been the working force of this labor movement that you have and the progressive attitude that you have in carrying the labor movement forward.

"Before I sit down I want to tell you that I did appear at some of these adverse hearings. And we had them. It reminded me of something that I read, and I went back and re-read it. The talk of these farmers was out of the book that quoted the Charleston Courier in 1860 (not 1960—1860), in which they said:

"It struck a particularly sour note when they estimated that the immediate drop in the price of slaves would amount to \$430 million for the whole South and asserted that slave property is the foundation of all property in the South. When security in this is shaken, all other property partakes of instability. Banks, stocks and bonds must be influenced. The ruin of the South by emancipation of our slaves is not like the ruin of any other people. It is the loss of liberty, of property, home, country, everything that makes life worth having.'

"This was a statement in the Charleston Courier in 1860. It reflected the very words of these ranchers and these farmers. They talked about needing 50-cents-an-hour bracero labor. It reflected their very words. People don't change a whole lot.

Gradual Progress in Texas

"I would like to tell you that in Texas we are changing. The remnants of the old South are fading out. And for the first time this year, to give you a little note on Texas liberalism, none of the statewide candidates was on a race-baiting campaign and very few of them went out on a labor-

baiting campaign. The papers did it, but not the candidates. So we are progressing. And now we are considering ourselves more as a part of the West rather than as a part of the South, and we are considering ourselves as part of the great California movement.

"I want to tell you one story and I will leave. I told Secretary Pitts I would make it short. And I am going to make it real short—for a Texan.

"It is about this plantation owner. These people had made their money back in the slavery days and they had a great heritage back there. Some people might question it, including me. But for some reason, over the years, poor management, the money had gradually dwindled down; and after about the fifth generation it had gotten to the point where they decided that somebody was going to have to go to work to feed them.

"So they had a bright young man in their family, and they decided that he had better go to work and that the thing to do these days was to go to work for the government. So they got the agent out to hire the boy. They entertained this man at coffee, and the old dame of the house would tell of the great things that had been done in the past by this family.

"Finally the old boy (he was a little softy) said: 'Look, lady, you may have the wrong idea. What we want out of this boy is a little work. We're not interested in breeding him.'

"Let me tell you this. Labor in California and in Texas does have a proud heritage, but we also need to be interested in the work that we can do.

"Let's keep the unions rolling on.

"Thank you very much."

Charles P. Ash

Past Commander, Veterans of Foreign Wars, Department of California

The Chairman next introduced Charles P. Ash, Past Commander, Veterans of Foreign Wars, Department of California, who gave the following address:

"It is my privilege and pleasure to bring to you the official greetings of the Department of California, the Veterans of Foreign Wars of the United States, and also the personal greetings and good wishes of our Department Commander, Mr. Harry W. Straley, who could not be here today for the reason that he has not yet returned from our national convention at Minneapolis.

"Thousands of members of organized labor hold membership in our organization, and many of them have been prominent throughout the years, not only in post activities but on the higher district, county council, department and national level.

"Sixteen years ago, in this very auditorium, I was elected to the office of Department Commander, and quite a few of my predecessors and those who have since followed me were also members of organized labor. Every one of them is proud of his union affiliation and has made no secret about it at any time.

"With so many of us holding dual membership in the Veterans of Foreign Wars and labor unions it can be readily understood why there has always been a sympathetic bond between the two groups. Ours is a rank-and-file organization. The men who served in the overseas campaigns of our armed forces since the Spanish War, thousands of us, have seen and have experienced the horrors of war in its worst stages and moments.

"Some of us have lived through critical hours and days of short or exhausted supplies of necessary arms and food, and we thus learned the hard way of the vital role that labor plays in the conduct of a war. For without the loyal support of labor back home in the factories, in the fields and on the rails and ships, those of us who were serving on the far-flung battlefields of the wars would have been helpless against the enemy we faced and our victories would not have been achieved.

"So it is with a great, deep sense of gratitude that I stand before you this morning and assure you of the high respect and admiration that we of the Veterans of Foreign Wars of the United States have for the members of organized labor, for their loyalty, their patriotism and their great contribution toward the common victories we have shared together in America's hours of peril.

"May we both continue to be united for the good of our country and against all threats and dangers both from within and from without; and may the deliberations of this convention be most constructive in every way for yourselves, for our state and for our nation.

"Thank you for your courtesies."

Stanton E. Smith

Coordinator, State and Local Central Bodies, AFL-CIO

At this point, the convention was to have been addressed by Stanton E. Smith, Co-

ordinator, State and Central Bodies, AFL-CIO. Due to lateness of the hour and press of business, Mr. Smith's speech could not be delivered. It is presented here for the record.

"It is my privilege to bring you the fraternal greetings of President George Meany and to express on his behalf best wishes for a successful and constructive convention.

"My main purpose in being here is to report to you on the work the new Department of State and Local Central Bodies is doing.

"When the department was established two years ago, the Advisory Committee, which consists of four state officers, two local central body officers, four department heads, and President Meany, quickly came to the decision that our first job was to do everything we could to strengthen the basic structure of our state and local central bodies because it is on them that the AFL-CIO must depend to carry the major burden of coordinating labor's programs of political education and political action and of organizing grass roots support for legislation, both national and state, and through them we can best strengthen labor's ties to the community.

"These functions—legislation, political action, and community relations—have been historical tasks of state federations and city central labor councils. Early in the development of the labor movement in this country, even before there were national and international unions, the local unions soon found that there were some problems which they faced that could not be solved by collective bargaining. So these early unions soon began to form central labor bodies in order to coordinate and unite labor's efforts to solve these problems, which were essentially of a political character. Establishment of free public schools, regulation of child labor, elimination of property qualification for voting were examples of some of these problems.

"There was a period of time when political action was relegated to a secondary role in labor's activities. But we learned a bitter lesson in 1947 with the enactment of Taft-Hartley; namely, that collective bargaining is not enough—that gains of the bargaining table can be taken away by the action of Congress, or a state legislature, or an antagonistic judge or sheriff.

"This lesson was reinforced a decade later by the passage of Landrum-Griffin.

"A consequence of these experiences has been renewed emphasis on political

education and political action by the organized labor movement.

"As we got deeper into this field of action we discovered very soon that a narrow concept of legislative objectives would not solve our problem—for the very simple reason that it is impossible to separate the welfare of union members from the welfare of the people as a whole.

"Take a look at a list of labor's legislative interests and objectives. It will soon be apparent that what we propose—what we support—is a program for all Americans—truly a program for the American people.

"Here are some of the major items in the legislative program of the AFL-CIO. I will not discuss them individually—other speakers at this convention will. I merely want to indicate the scope of our interests and demonstrate the identity which exists between labor's interests and the people's welfare:

Legislative Issues

(Federal)

Health Benefits for the Aged Through Social Security
 Solution to Unemployment
 International Trade
 Improving Federal Tax System—closing the loopholes
 Aid to Education
 Extension of Civil Rights
 Consumer Protection—not only cost of drugs, but their safety
 Taft-Hartley and Landrum-Griffin Amendments.

(State)

Unemployment Compensation Improvements
 Workmen's Compensation Improvements
 Improved Safety Legislation
 State Tax System
 Reapportionment.

"These are the legislative issues. If we are to secure this legislation you and the 49 other state branches of the AFL-CIO and the 800 local central bodies will have to operate at maximum efficiency. It is the task of the Department of State and Local Central Bodies to help you achieve this.

Leaders, particularly of our state central bodies, but also of the local central bodies, have long complained about the local unions which do not affiliate and, therefore,

do not carry their fair share of the financial cost of operating these branches of the AFL-CIO.

"More important perhaps is that these unaffiliated locals do not contribute their support to the programs of the central bodies. These programs are so important, in fact they are basic to the achievement of labor's objectives.

"What is the affiliation picture? The survey we made in 1961 showed that only about half of the local unions are affiliated with their respective state branches of the AFL-CIO. In terms of membership the affiliated locals represent between 60 and 65 percent of the membership of the AFL-CIO. This leaves one third not affiliated. These are national figures. When the affiliation figures are broken down by states we find that the percentage of members affiliated ranges from a low of about 35 percent to a high of about 93 percent.

"In California the situation is about average, with approximately 61 percent of the AFL-CIO members affiliated through their local unions with the California Labor Federation.

"We are working on this problem of affiliations. Progress is being made. But it is too slow and too meager. Our job in the Department of State and Local Central Bodies, as I see it, is to convince the International Unions that this problem exists; that it is important to solve it and that neither they—the international unions—nor the AFL-CIO will achieve their legislative and political objectives until we can build labor's strength at the state and county and city level to its maximum potential.

"There are those who believe that the problem of state and local central body affiliations cannot be solved except through compulsory affiliation. I have a great deal of sympathy for this view, but I am compelled to point out that the record shows that in many cases even those international unions which already have constitutional requirements that their locals affiliate do not enforce this requirement.

"So it comes down in the final analysis to the proposition of whether or not the international unions really believe that affiliation is important. When they are convinced that it is, the problem of eliminating "open-shop" state and central bodies will be solved.

"In conclusion I would like to say that I have been to many state conventions in the past two years. One of the things which has impressed me most in these travels is the vast differences which exist

between the state federations in terms of size, of financial resources, of leadership potential and of political climate. Our State Central Bodies range from 6,500 members to more than a million. Per capita taxes range from 2 cents per month to 25 cents per month. But there is one common denominator—that is the devotion and dedication of the leaders of our state and local central bodies to labor's cause. On the whole they are trying to do the job—some with meager resources and little support.

"I am convinced that the labor movement in the large industrial states has no conception of the kind of problems and the kind of handicaps which confront the labor movement in the states with small population and only the beginnings of industrial development. How do you finance a program in a state federation with only 6,500 affiliated union members?

"These are problems which the parent body, the AFL-CIO, has a responsibility for helping solve. We are working on them. Progress is being made. But much remains to be done.

"In conclusion, I want to say that the eyes of the nation are on California. The "population clock" in Washington soon will tick off the fact that California is the most populous state in the Union. With this there goes a corresponding increase in the size and influence of the labor movement of California. What you do here, what you do in November, will have a great impact on the course the nation will take. We are expecting great things of California. Good luck in the months ahead."

Greetings from George Meany

Secretary Pitts then read the following message from President George Meany of the AFL-CIO.

"Please extend my warm best wishes to the delegates attending your convention. I am sure they are all aware of the tremendous domestic and international questions which face our nation at this hour. Certainly the one best way all of us as citizens of this great country can contribute to a brighter future for ourselves and our children and the entire free world is through the exercise of that most precious American right, the right to vote for the kind of government we want. That is why the AFL-CIO is conducting a major registration and get-out-the-vote campaign this year. We want to make sure every eligible citizen has an opportunity to make his voice heard through his vote on elec-

tion day. I am confident the members of the AFL-CIO in California will be doing their share in the campaign. Your final registration day is not far away. I urge you to bend every effort to turn in a record registration figure in 1962.

"With personal regards to the officers and members of the California Labor Federation, AFL-CIO."

On motion of Secretary Pitts, the convention moved to suspend the rule requiring recess at 12:00 noon.

Union Label Program Jerome Posner

Chairman, Union Label Committee

President Gruhn next presented Jerome Posner, chairman of the Federation's Union Label Committee, who spoke as follows:

"The Union Label program was supposed to be yesterday afternoon. It takes a few minutes to dispose of this, but it took weeks and months for people to arrange for it.

"I can't help but mention my thanks to the committee—Bill Bassett and his committee, LaVonne Martine and Gayle Collins—and to Don Vial, with the office of the State Federation, for helping us get this program through.

"We have here for raffling, twenty prizes, and we hope that you will participate in this.

"Now, the Union Label is a very, very important weapon in our hands. We have, with our families, almost 80 million buyers that are union, their friends, their wives and children. This is a weapon to fight with, to ask people to buy Union Label.

"It's not only a clothier; if you need a janitor, if you need a painter or an expressman, ask for a union man.

"I also want to thank my Committee on the Union Label—Erothers Bassett, Finks, Fillippini and Lackey—for helping us in arranging this program.

"Thank you."

Joe Lewis

Secretary-Treasurer, Union Label and Service Trades Department, AFL-CIO

At the request of President Gruhn, Secretary Pitts presented Joe Lewis, Secretary-Treasurer of the Union Label and Service Trades Department of the AFL-

CIO, who addressed the convention as follows:

"I wish first to bring greetings and best wishes for a successful convention from the Executive Board of the Union Label and Service Trades Department and its 84 affiliated international unions. I am proud to say that, as a Californian, I was a delegate for some 13 years of this Federation, and I know some of the work this Federation has done down through the years, and how able you seem to be to conduct that job.

"People all over this country from time to time—and I travel this country pretty much—always have a nice word for this great Federation, for its leaders, and for the local unions affiliated with it. And it's because of that job that you do for your people.

"I sat here yesterday and watched—yes, I watched the democracy at work. It was a pleasure. It was that same type of Federation that I knew so many years ago when I was a delegate.

"The Union Label and Service Trades Department, as many of you know, was formed in 1909 at the recommendation of the great Samuel Gompers—as we like to say many times—the father of the free trade labor movement of this country.

"The entire idea behind Samuel Gompers' thinking in the formation of this department, the entire purpose, was to educate the members of the trade labor movement to buy back the products, the consumer products, and to spend for services done by other trade unions. And this at that time was his thinking, and possibly the only way that this labor movement could survive and get strong.

"The sales of union-made consumer goods and the spending of union dollars for union services cannot be separated from the work of the trade labor movement, either in organizing the unorganized or in the negotiation of an agreement that follows. The success or the failure of one is in the success or failure of the other.

Buying Only Union-Made Goods Is as Important as Collective Bargaining

"Yes, this labor movement has two important weapons, two very important weapons: selective buying and collective bargaining.

"Until both are done properly, we have more or less failed, because it follows that one is very much dependent on the other. We of course know that the buying power of this trade labor movement is immense.

It runs into billions of dollars each year. But are we spending this money wisely? Well, look around you. Are we? Are we spending it for union products of the other trade unions? Or somehow, are we placing more power in the hands of our enemies—and God knows, we have plenty of them.

“Oh, yes, we can sit back if we want to, in this right to buy or not to buy, but if we forget ourselves on this important issue, the Tafts, the Hartleys, the Landrums and the Griffins, the Goldwaters and the Mundts, and the McClellans and—yes, Tricky Dick—have bad news for you.

“From the very beginning of this trade labor movement, we had this type of enemy. They were the champions of the hiring of strike-breaking thugs, who beat up members of the trade labor movement to keep them from organizing for the purpose of collective bargaining.

“They were the champions of the yellow-dog contract, whereby a man applying for a job would have to sign a contract with the employer stating that he would not join a union while he was employed by said employer. And they were the champions of prison-made goods, made in competition and sold in competition with private industry.

“Yes, I know. They were the champions of the so-called American plan, and I got a taste of it here in this great part of California 13 years ago, in organizing work, where the entire idea behind this movement was to blacklist union members who would apply for jobs.

“They were the champions of Taft-Hartley and its illegitimate offspring. And by their own admission, they're the champions of the so-called 'Right to Work' laws—and you've had a taste of working to defeat that measure.

“Now, the idea behind this, the entire 'Right to Work,' is to make a national 'Right to Work' law, so that they can make the labor movement in this country so ineffective that its members will leave by the thousands, and go back to the days of milk and honey—the days of low wages and lousy conditions.

“Yes, and they were the champions of the gimmick of the runaway shop—and still are—where they left entire communities standing for lack of payrolls; kids without schools, without clothes, without food. And then they move into that land of milk and honey where cities purchase factories for them by selling city bonds, water free, rent free, and the promise of

steady work—as long as you don't belong to a union.

“And as if this were not enough, they then take that consumer product, send it back to you, because of your standard of living, and expect you to buy it. That's the only place they can sell it.

Consumer Power Is Important Labor Weapon

“Here is the danger of this trade labor movement. And here, in the thing that I am talking about, this right to buy and to spend, is the idea that, as you and I know today, more people as time goes on have fewer jobs.

“The trade labor movement of this country has always, inevitably, proved that it has a high regard for our democratic way of life. We must wonder, however, sometimes if these voters of so-called good will have not been trying very hard to prove that Khrushchev was right when he said, 'Your grandchildren will live under Communism.' What else can we think? Where is the decency of man in this question?

“They don't seem to have any concept of what a decent standard of living should be. They fought Social Security from the first day it went into effect. A short time ago, you saw how much they were thinking of medical care for older people—the idea being that you can get old and broke at the same time, and that's good business.

“But they do understand, as you so well know—and it was in all your papers, for just about one or two days, however—the matter of overcharge to our government, which is you. They reached right down into your pockets. And up came a settlement a few days ago of some 7 million dollars. Well, you and I know, this is about 10 cents on the dollar. And they were very proud that they were able to make a settlement of this type. Now we are lily-white. We have gone through the laundry, so we're clean.

“This is the type of people we are talking about. I ask all of the labor leaders in this hall—and after all, that's all there is in this hall—the leaders of your local unions. You make up this great Federation, one of the greatest bodies of its type in the world, let alone in this country. I ask you: work a little harder at this. Do a little more walking to find products that your fellow trade unionists make, and the services that your trade unionists offer.

“If you don't do this, it is very likely that, by failing to walk a few blocks to find a commodity with a union label, you may have to walk, in the future, many

miles to find another job, and it's very likely, too, that you may not find another job in your lifetime as good as the one that you lose. And you know what I am talking about when it comes to fringes, seniority, and all of those things that make up a good labor contract.

"One of the functions of this department is to organize Union Label and Service Trades Councils in various cities. I think there are seven councils in the state of California, and some of them do a beautiful job, and many of the people who are the heads of those councils are seated in this convention.

"I'm not going to name them, because I may forget one of them, and I would feel very bad if I did. They're a magnificent bunch. But would you believe it? We have states in this country where we have not been able to organize one single Union Label and Service Trades Council?

"What are the trade unionists, then, in those states, in those cities, thinking about? Please, all of you who are these leaders of your local unions, when you go back to your town and city, find out if there's a council there. If you are not already affiliated with it, the cost is so small—manpower is what we need.

"If you are not already affiliated, affiliate. If there isn't a council there, drop a line to the AFL-CIO Building, and ask us to try to organize a council in the town and take the lead in organizing. Unless you do this, you haven't got too much of a chance.

"It's a strange thing that some of the finest negotiators in this world come from the trade labor movement of this country—some of the finest, who can sit across the bargaining table and negotiate real bread and butter agreements. And yet we go right back, after these agreements are completed, and lose this entire power at the cash register. This is hard to understand.

"No law, no anti-union employer, can ever prevent union members from spending their dollars in behalf of their own standard of living. Sometimes, I wonder, my friends, if it wouldn't be a smart idea to encourage employers to demand a clause in that agreement, that says their employees must purchase Union Label goods. At least, they would protect themselves, and they would protect themselves as far as their own employees are concerned.

Don't Smoke Non-Union Tobacco Products

"How many times have I come to conventions—and not only state conventions, but international union conventions, as you please—and sitting out there, as you are today, I see these great big men of their local unions, smoking non-union cigarettes like they're going out of style—sometimes one in each hand, to make sure they get plenty of them.

"And here in this country, there is one non-union tobacco company, and they break their own record in profits year after year. They have the best slant on advertising their product of any other company in this country.

"Why? Simply because there's about a 25-cents an hour differential between their pay and the pay of the entire other part of the tobacco industry. And therefore, you could not begin to open a book, or any type of a magazine, without seeing at least two of their products advertised in each magazine. And this is the thing you have got to watch out for.

"The fellow says, 'Well, we just put out a release a couple of weeks ago on a new cigarette, The Brandon. The Camel Company, R. J. Reynolds, is putting it out.'

"We say to the trade union movement, 'Please, these people are coming out with the Brandon cigarettes to try to drop the sales of Pall Mall, a union-made cigarette, a king-sized cigarette.' And the question that always comes up, with some of those who insist on smoking what they want, which is their perfect right, of course—they're free men—is that they have got so used to smoking Camel, Salems, Winstons and Cavaliers, that they can't smoke anything else.

"Well, Brandon has just come out, and certainly you haven't gotten used to smoking those yet. And I say: 'Dry them on the vine. Let's show them that we can do it.'

"And we've asked the trade labor movement—another release just went out a week or so ago, to all the State Federations and to the District Councils: 'Please, keep all of R. J. Reynolds' products out of your darn vending machines. Keep them out, or get the machine out of the building.'

"This is important. I am talking about one single problem.

"The reason why I talk about it is because I've walked around this hall, and I've seen these cigarettes on the tables of this hall. What type of trade unionists are these? Don't we know that this product is non-union?

Help Organize Union Label Councils

"We do—but we like them. Help us to organize these councils. Be an organizer. I hope that I don't repeat the story that some other fellow told about being an organizer, like that Mr. Jones who went down to Florida on retirement, and he loved pets. And one day he called a veterinarian, and he said, 'Doc, I have got a very sick cat.'

"The veterinarian misunderstood him and thought he said a 'calf.' He said, 'I'm sorry; I can't get over there. I have got a couple of surgery cases. But I'll try to get over to your place to help you.'

"'In the meantime,' he said, 'what am I going to do? I don't want to lose this cat.'

"The fellow still thinks it's a calf. He says, 'Give him a quart of castor-oil. I'll be there tomorrow at 1:00 o'clock.'

"So of course, you know, that's quite a job. The next day, at 1:00 o'clock, the veterinarian comes into the yard.

"'How are you, Mr. Jones? How are you?' and he says, 'How's the calf?'

"He said, 'That, Doc, was no calf. That was a cat.'

"'Oh,' he says, 'did you give him the castor oil?'

"And he said, 'Every drop of that quart. But boy, it was a job.'

"'Well,' he said, 'How's the cat?'

"And he says, 'Doc, I retired from the labor movement. I was an organizer for 35 years in the trade labor movement of this country, but I have never seen an organizer like that cat. He has got three cats in front of him digging holes, three cats behind him covering holes, and a bunch of cats looking around for more holes to dig.'

"So this is the type of an organizer in the field of union label that we need. Now, we can sit back smugly if we like, but you will be sending, as I said before, your organizers out there to organize, and your negotiators to sit across the table in vain. Because it is very possible that while you may have the very finest agreement, your negotiator or any other could ever

negotiate, you may have no work to perform.

"Mr. Chairman, I am happy that you were able to give me a few minutes of the time of this convention. I know the importance of it. And I am so glad to be back home, speaking to this great Federation. I hope that all of you, when you go back to your homes, wherever you live in this wonderful state, that you have a safe trip back to your loved ones, your families and your friends. Thank you."

President Gruhn: "Practice What We Preach"

President Gruhn then made the following comments:

"I am sure that if any of our delegates have these brands, well, that their consciences will get a little adjustment.

"One of the problems we have in our labor movement, one of the problems we have in America, is that we just take too much for granted. Yesterday, we mentioned this restaurant up the street, where they have the pickets, picketing because they're non-union.

"This tobacco company says the same thing, uses the same tactics. But we can't put a picket around that carton or that pack.

"But when people who are not in the labor movement, or when your children, coming up, try to get some real observations and some real fundamentals about the trade union movement, I think they get somewhat shocked.

"I think they wonder whether you practice what you preach and whether you believe in it. In this trade union movement today, it's high time that we practice what we preach. Otherwise, how can we expect those who are not in the trade union movement to be sympathetic with our aims and objectives?"

Union Label Program

A twenty-minute film produced by the International Ladies Garment Workers' Union, and a drawing for Union Label prizes, concluded the morning session.

Recess

President Gruhn then recessed the convention, to reconvene at 2:00 p.m.

AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:08 p.m.

Final Report of the Committee on Credentials

Chairman James H. Blackburn of the

Committee on Credentials presented the final committee report. (For completed Roll of Delegates, see pp. 290-299.)

On motion of Chairman Blackburn, the committee's report as a whole was adopted.

Chairman Blackburn then thanked the members of his committee, and the committee in turn thanked the officers and staff of the Federation for their cooperation.

President Gruhn discharged the committee with thanks.

Presentation of the Federation's Twelfth Annual Scholarship Awards

Secretary Pitts at this time made the presentation of the Federation's 12th annual scholarship awards to Barbara Rhine, Bruce Henschel, Melvin E. Page, Virginia Ramsey, Marcia Kump and Joseph Powers III, and announced the scholarship award to Jayne Knoche, who was unable to be present.

Secretary Pitts spoke as follows:

"This year, 1962, marks the 12th year for the Federation's scholarship program. Each successive year has seen an expansion of participation throughout the state.

"For this, I believe we can be thankful for the splendid cooperation received from the high schools and from the local labor movements. This year, we offered seven \$500 awards.

"The seven winners number among the top graduating seniors of 1962. They were selected by an impartial committee of judges from 518 students who took part in a two-hour written examination that was administered by the cooperating high school authorities. The examination was designed to measure the students' knowledge of labor-management relations, the history of the labor movement and the role which organized labor plays in our complex industrial society.

"Under the rules of the Federation's competition, the winners may apply the \$500 award to any accredited college or university of their choice. No restrictions whatsoever are placed on the future course of study undertaken by the winners.

"I am pleased to announce that four of the seven scholarship awards are being financed by affiliates of the Federation. These are the Los Angeles Building and Construction Trades Council, the California Legislative Board of the Brotherhood of Railway Trainmen, the Los Angeles District Council of Carpenters, and the District Council of Painters No. 36. The Painters District Council award is known as the Roderick McKenzie Scholarship Award.

"Next year, the number of awards will be augmented by additional awards sponsored by the California State Council of

Carpenters and the Carpenters Ladies' Auxiliary.

"I might add at this time that we will be pleased to add additional awards for any organization affiliated with the Federation that wants to join in sponsorship of this scholarship program.

Introduction of Barbara Rhine

"Now, it's my pleasure to proceed with the introduction of the 1962 scholarship winners to the Fourth Convention of the California Labor Federation.

"First, a young lady currently employed at the Automobile Club of Southern California, and one who plans to attend the University of Chicago.

"For the past two years she has been active in a community organization known as Anytown, U.S.A. The main function of this organization is to promote friendship and understanding between teenagers of all racial, religious and cultural backgrounds.

"Her father, Henry Rhine, is currently president of his local of the Hotel and Restaurant Workers Union. Her paternal grandfather, Jacob Rhine, was for many years Secretary-Treasurer of his local of the Cigarmakers in New York City, and her maternal grandfather, Robert M. Buck, was editor of 'New Majority,' the official newspaper of the Chicago Federation of Labor, for a number of years prior to 1924. Mr. Buck later became the first president of the Washington, D. C., chapter of the American Newspaper Guild.

"Barbara is interested in swimming, tennis, drama and dancing; and while in high school was active in the California Scholarship Federation, Girls' Athletic Association, Student Council, Class Cabinet, Young Democrats and the French Club. Miss Barbara Rhine lives at 4428 Victoria Ave., Los Angeles 43. Barbara has been assigned the award sponsored by the Los Angeles District Council of Carpenters.

"Miss Barbara Rhine, would you come forward?"

Barbara Rhine

Miss Rhine then addressed the convention.

"I would like to thank you for this award for several reasons:

"First of all, it is going to help my first year at college tremendously.

"Secondly, I feel pleased and honored to be able to receive an award from a movement in which I have such a deep-

seated belief: the American labor movement.

"And thirdly, I, as a student, share the feeling of pride that every union member must have when he remembers that the labor movement was one of the first advocates of free universal public education and was instrumental in bringing about its adoption. Not only that, but they have not stopped in this field, as is evidenced by your recent adoption of the resolution favoring federal aid to education.

"I feel that a program such as that of the AFL-CIO, which combines support of the general resolution with donation of specific awards such as we are receiving today, has done a great deal to raise the educational standards of this country. This country will never be able to say that it has a perfect educational system. It is one of those things which always needs improvement and needs constant vigilance.

"The AFL-CIO has been one of the foremost fighters in this field, and I hope and believe that it will continue to be one.

"This I appreciate very much. And thank you very much again."

Secretary Pitts then continued:

"Thank you, Barbara. And I think that you have amply demonstrated to the delegates in this convention why you won the award you did on this occasion.

"We wish for you along with all the others much success.

Introduction of Marcia Kump

"The next is another 18-year-old, who is thinking about a career as a professional writer and intends to enroll at the University of Oregon this fall.

"During her three years at Polytechnic High School in Riverside she won awards for impromptu and extemporaneous public speaking and enjoyed working as a dog trainer and handler.

"Her father is an engineer at Norton Air Base. She lives in Riverside. She has been accepted for college honors, at the University of California. She is being allocated the award sponsored by the Los Angeles District Council of Painters, known as the Roderick McKenzie Award.

"It is a pleasure to present to you Miss Marcia Kump."

Marcia Kump

Miss Kump acknowledged the award.

"Thank you, delegates. I am proud to be here today to accept the award which

has been given me. Three years ago when I was a sophomore in high school I became interested in debating. The debate question that year happened to concern labor. We had our weekly debate meetings, and the discussions always centered around labor and its various problems. During that year in debate we all became interested in the problems of labor and the way in which these problems are being faced. This was my first actual contact with the depth and the breadth of the problems faced by organized labor today.

"In this last year I have been interested in following what has been going on in the world of labor disputes and labor problems. When I saw the announcement that an examination would be given, I thought perhaps that I should be qualified to take it if I studied the materials which were suggested. I did so. And during the examination I found it rather difficult, but I am happy to be here today and happy that the judges and the delegates have found me worthy to accept this award.

"Thank you very much."

Introduction of Virginia Ann Ramsey

Secretary Pitts resumed:

"Another 18-year-old who won high scholarship at her high school in Monterey and last year represented her school at California's Girls' State. Her father recently retired from the navy with the rank of Lieutenant Commander; was once a member of the Hod Carriers Union, AFL, of Columbus, Ohio. She enjoys reading, traveling, swimming, bowling and tennis, and plans to use her award to attend the University of Santa Clara. She lives in Mountain View.

"In addition, she won a \$900 state scholarship, a \$200 honorary scholarship from Santa Clara University, a Bank of America Trophy in Liberal Arts. She is a finalist in the National Honor Society Scholarship Certificate of Merit. She is a member of the National Honor Society.

"Virginia is being allocated the award sponsored by the Los Angeles Building and Construction Trades Council.

"I am happy to present to you Miss Virginia Ann Ramsey."

Virginia Ann Ramsey

Miss Ramsey next extended her thanks.

"Thank you all for this scholarship and the opportunity to come here. I certainly have enjoyed my stay here, and the scholarship will be a big help next year at col-

lege. I plan to attend the University of Santa Clara, where I will major in physics.

"I would also like to thank you and others like you for the standard of living which our country now enjoys. You have done and are now doing so many things to make our country a better place in which to live.

"I have often heard my grandmother tell of the struggle her father had to bring up seven children. He had to work from 6:00 in the morning until 6:00 at night, six days a week. How different working conditions are now.

"I am especially proud to receive this award because I feel it has made me a part of this great organization. I enjoyed studying about the labor movement, and I am sure that I will always feel that my time was well spent.

"Thank you again."

Introduction of Joseph W. Powers III

Secretary Pitts resumed:

"Finally we have found a male who is involved in this campaign today.

"He is a young man of 17 who was the Bank of America finalist in social studies at Westchester High and has won several awards for creative writing, including the first place award for fiction. Although he has not yet decided on a specific career, he will enter Claremont Men's College this fall with the intention of majoring in Government. He enjoys constructing and flying model airplanes and has participated in two national meets of the Academy of Model Aeronautics. He is also a backyard mechanic and is interested in the techniques of marketing, particularly automotive. His father is on the engineering staff of Aero-Space Corporation. He lives on West 94th Street in Los Angeles.

"I am happy again to present another scholarship award winner: Joseph W. Powers III."

Joseph W. Powers III

Mr. Powers then spoke to the delegates.

"Thank you, Mr. Secretary.

"Delegates, I am very honored to accept this scholarship from the California Labor Federation. I have always felt that a progressive policy is the best, and American labor has certainly been progressive and is in the forefront of the fight in this nation for social progress and for equitable social standards.

"This scholarship will be a great aid to

me, and I will be very grateful to you all. I am extremely pleased that you have found it justifiable to place a stake in my future, and it will be an important stake.

"I will try to exceed your trust in me. I plan tentatively to enter public life. This is my desire. I hope to be a friend of labor, and I hope that you will accept me as a friend of labor.

"I would also like to comment upon the conditions that I have met here as your guest at the convention.

"I am extremely pleased at the warmth and hospitality that have been extended to me and the other scholarship finalists. You have all been extremely warm, and it is indeed a credit to American labor that the delegates to this fine convention are such very fine people.

"Finally, I would like to thank you humbly again for your warm acceptance of me. You have made a friend for labor, as I have said before, and I will be that friend and try to maintain the trust.

"Incidentally, you might be interested in knowing that although, in your newspaper, I was listed as having no relatives in American labor, I have uncovered the fact that my step-grandmother is a member of a fish-canner's local right here in Long Beach.

"Thank you very much."

Secretary Pitts proceeded:

"Thank you, Joseph Powers. We are happy that you were concerned enough to do this uncovering.

"I am sure that the fish cannery workers in this area are quite proud of the fact that you have been one of our scholarship winners. They're down here demonstrating that fact.

Introduction of Melvin E. Page

"Another young man, 18, first learned about the American labor movement in the course of high school debates in 1959.

"His stepfather is in the Air Force. Melvin is a bandsman and is active in his church's youth organization. Last year his band was champion of its class in the Far Western Band Review.

"He intends to use his scholarship to enroll in the University in Washington, D.C., this fall. He lives on West 21st Street in Merced.

"I present to you another scholarship award winner, Melvin E. Page."

Melvin E. Page

Mr. Page made the following acceptance speech.

"Thank you very much, Mr. Pitts.

"As I stand before you today and realize that you are representatives of over a million laboring people in the state of California—and, in a sense, are representatives of the other millions of laborers throughout the United States—I can't help but recall a statement that was made by, of all people, Nicolai Lenin, some many years ago. He said: 'The American Federation of Labor is a rope of sand.'

"In reply to that accusation, Samuel Gompers answered: 'That rope of sand shall prove to be stronger than chains of steel.'

"Today, I realize—as I am sure you realize—that the combined AFL-CIO and all its subsidiaries, such as the California Labor Federation, have indeed proved that that rope of sand is stronger than chains of steel.

"In fact, that rope of sand is even stronger than Mr. Gompers dared to envision. And so, this is the reason that I feel so fortunate to have the support of your organization. This is why I wish to express my sincere gratitude for your placing confidence in my future and in me. I hope that, in some small way, I can repay that confidence; and that in the future you can say that you are proud to have had me as one of your scholarship winners.

"Thank you very much."

**Introduction of
Bruce Henschel**

Secretary Pitts continued with the presentations:

"Now, another young boy, 17 years old, who graduated fourth in his class of over 300 students at Alameda High School and received the Bank of America Achievement Award in Science and Mathematics, as well as the Bausch & Lomb Medal for excellence in science. He took part in a California Boys' State Convention, and the National Science Foundation Student Participation Program in 1961, and was a member of his school's intramural chess team from 1960 to 1962.

"His father, who is now engaged in engineering, was once a member of Machinists Local 681. Bruce is also interested in gardening and photography and plans to use his scholarship to enter the University of California at Berkeley this fall to prepare himself to take an active citizen's part in our government. He lives on North

Wood Drive in Alameda. He is being allocated the award sponsored by the California Legislative Board of the Brotherhood of Railway Trainmen.

"I am happy to present to you Bruce Henschel."

Bruce Henschel

Mr. Henschel then addressed the delegates.

"Mr. Chairman, Mr. Secretary, Labor Delegates:

"I am happy to take this opportunity to thank you and those you represent, very sincerely, not only for the bestowal of this high honor upon me, but for making possible this scholarship contest in which seven students annually are aided in acquiring the higher education on which their future depends.

"It is programs such as yours that show why labor and education have been joined into one Congressional Committee in our United States House of Representatives.

"I would also like to assure you that this award that you have presented me has given me more than \$500, more than an all-expense-paid trip to Long Beach.

"By attending this convention, I have received a living, up-to-date education in labor and its problems, and an education I could never have gotten in school, and an education taught in the best method of instruction I know, in experience. Thank you."

**Announcement of Award
to Jayne Knoche**

Secretary Pitts resumed:

"Now, we have another winner, a young lady, 17, who has her eyes set on a career of research in the physical sciences. Next fall she plans to enter Pomona College in Claremont, and eventually she intends to earn her Ph.D.

"Pomona College has already awarded her honors at entrance, as well as a scholarship from the College itself; and in addition, she was awarded a California State scholarship and two local scholarships. She was also a National Merit Scholarship finalist and a member of the honors group of the Westinghouse Talent Search.

"As a result of her qualifying for the honor society each semester she was in high school, she was made a life member of the California Scholarship Federation. She is interested in chess and music and active in her church.

"Her father is a member and past pres-

ident of Local 6027 of the United Federation of Postal Clerks, AFL-CIO. She lives at Riverview Drive in Fallbrook, Calif.

"Unfortunately, this young lady could not be with us. We regret it. But she has a very short little speech which I will give to you. She says: 'I am deeply honored to have been chosen one of the recipients of this award. It is to the credit of the members of the California Labor Federation that they have seen fit to invest in the future in this manner. Thank you.'

"And this was by Miss Jayne Knoche, 17 years old.

"Delegates, I think this year of '62 we have had a very outstanding group of students with the scholarships provided through our Federation and the aid of some of our affiliates. This certainly has been demonstrated to all of us by the response that they have made at this platform to you in this convention.

"I'm sure we all wish them well, send them on their way happily, and we are extremely grateful to them for having participated in the contest. We are grateful, too, that six of them were able to be with us and join us in this convention, to learn more firsthand—as one said—about how labor functions and here get an education which is not obtainable in any of our educational institutions.

"From the hearts, I am sure, of all the delegates, to you students who have come here and accepted these awards, we wish for you the greatest in the field of education. We trust that you will get everything in education which will fit you and qualify you for anything that might confront you in your life, and we know for sure you will make a great contribution to our society in America. Thank you."

John F. Henning

Director, State Department of Industrial Relations

President Gruhn at this time introduced John F. Henning, Director, State Department of Industrial Relations, who gave the following address:

"First, I would express appreciation for the kindness of Al Gruhn and for his words. And then I would state that one of the great pleasures of the past four years has been to appreciate the magnificent leadership evidenced in Sacramento in the name of this organization by Tommy Pitts, by Al Gruhn, and by the officers of this organization.

"It is my pleasure today to speak to

you as the Director of the State Department of Industrial Relations. In a more personal way, it is an honor to speak to you in behalf of the great and good Governor of California, Edmund G. Brown.

"The Governor addressed you at the opening session on Monday. On the following day—indeed, later in that same day—his opponent in the gubernatorial race issued a reply that was characteristic of the man. He chose to answer not only the Governor; he chose to attack the trade union movement, its leadership, and, in effect, this convention.

"The political vehicle of this trade union organization voted unanimously to endorse for re-election the Governor of California and when Mr. Nixon said that he would go beyond the officers of this convention, he was saying that he would go beyond all of you here, the delegates to this convention.

"I ask: To whom will he go with his labor record? There is not a trade union in this state whose membership would for one moment consider the endorsement of Mr. Nixon. I doubt if there's a company union in California that would endorse the man.

"The Governor was generous when he declared that Mr. Nixon's record was 87% bad by the standards of the AFL-CIO. That evaluation included certain foreign policy measures on which Mr. Nixon occasionally found himself, perhaps mysteriously, on the proper side. The record of Mr. Nixon on direct trade union issues was 94% bad by the standards and by the announcements of the AFL-CIO.

"The Governor chose not to enumerate all of the gains which had been made possible during the past four years in the area of labor existence, made possible by his administration. And with your indulgence, I would cite certain of the major achievements this afternoon.

"I know that every delegate in this convention hall would acknowledge—and indeed, will proclaim—in the time between now and the election in November, that more progressive legislation has been enacted in the first term of Governor Brown than in all of the years since the day of Hiram Johnson.

"Let's just consider the principal achievements. First, unprecedented increases in workmen's compensation benefits; weekly payments up 40 percent.

"Second, the extension of workmen's compensation benefits to the agricultural workers of California. We can appreciate the importance of this only when we real-

ize that, in all the years between 1914, the date of the inception of that law, and 1959, every comparable proposal to extend the protections of the workmen's compensation law to the farm workers of this state was defeated by the powers that would deny the farm worker his human existence.

"Third, unprecedented increases in unemployment disability insurance benefits; weekly payments up 40 percent.

"Fourth, extension of unemployment disability insurance coverage to the agricultural workers of California. And here, as in so many instances in state government, Governor Brown has crossed a national frontier. California is the only state in the union to provide unemployment disability protection for the farm workers.

"Fifth, unprecedented increases in unemployment insurance benefits: weekly payments of 37.5 percent.

"Sixth, the extension of unemployment benefits for 13 additional weeks to workers who have exhausted their benefits in periods of heavy recession.

"Seventh, the extension to the agricultural workers of this state of the state minimum wage law, protecting the women and minors who toil in the fields of California agriculture.

"We could all agree that this is not the ideal law. We would all submit that the piece-work provision has its limitations. But do not consider for one moment that this is not a meaningful law. It has already had a tremendous impact upon the farm economy and upon the improved living conditions of the women and minors of California agriculture.

"Perhaps we can appreciate the magnitude of this only when we recognize that no previous administration in this state would even allow the discussion, let alone the proposal that this benefit be extended to the farm workers of California.

"And so for the first time in the history of the state we have this basic protection extended to the women and the minors of agriculture.

"Eighth. Here again the governor crossed a national frontier. Adoption of safety laws protecting the agricultural workers from the specific and peculiar hazards of the agricultural industry. California is the only state in the union that so protects its farm workers.

"Ninth, the requirement that there be an annual compulsory registration of every farm labor camp in this state, thus

bringing a measure of discipline and order and decency to a grave area of exploitation in California history.

"Tenth, the provisions for the retraining of journeymen, for the training of the semi-skilled, both of whom are found to be facing new technological requirements, new skill requirements in this great age of industrial change. Here again a national frontier was crossed by Governor Brown.

"Eleventh, the built-in protections against discrimination based on race, color, creed and national origin within our state apprenticeship standards—another frontier crossed. We are the only state in the union that provides this internal protection against discrimination in the area of apprentice recruiting and apprentice employment.

"And finally (and this is only a brief listing) the adoption of the Fair Employment Practices law.

"I note that the Governor's opponent and even the Republican Party in its last state convention endorsed the FEPC concept. I appreciate that there were always certain Republicans who called out for this measure, but those of us who attended the 1958 convention of the State Republican Party of California and which heard a howling mob attack the forces of organized labor when the right-to-work proposal was before it, heard also that convention vote down by virtually unanimous vote, with only two voices in all that auditorium heard in dissent, a proposal that would have brought about a compulsory FEPC law in this state—an enforceable law.

"It is easy now to stand for an FEPC law, but it took the courage and the conscience of Governor Brown to bring it into the statute books of this state.

"Tommy Pitts could enumerate other measures of great and tremendous benefits enacted during this administration. Time would forbid a complete listing.

"I submit that this magnificent record was achieved because of the initiative and the courage and the legislative determination of the Governor. But I certainly also submit that the Governor would be the first to concede that he could not have done this alone. These achievements are the results of the efficiency and the purpose of the grand alliance which has prevailed in Sacramento for the past four years; the grand alliance uniting the working people of this state through your organization and a liberal, enlightened state administration.

"This alliance must be preserved and sustained. It becomes your duty and your

destiny in the months before us to guard and protect that alliance, to assure its continuance; and it becomes your duty also to make certain that the labor-hating, that the worker-hating powers of reaction do not seize control of the government of California in the November elections.

"Let no man tell you that you can survive economically without an interest in the political area. The most militant trade union can be crippled and destroyed overnight by reactionary legislation.

"Mr. Nixon in his declaration of reply to Governor Brown challenged your right to speak in the political and the legislative and the social area, but you have the right and the duty to speak for the trade union members you represent. Without your trade unions there could never be a productive, prosperous California. Indeed, without the hands of labor, California would be a western wilderness. The productive supremacy of this nation, its unchallenged position before the world, have been built upon and require the continuance of an intelligent and enlightened relationship between free labor and free business. And Mr. Nixon does not understand this. Throughout all of his political career he has been the unflinching servant of big business. He has been very blind to the needs, he has been blind to the goodness, he has been blind to the character of the American trade union movement. And in contrast I would say that the governor, from his first days of political responsibility, has sought to answer and to meet the legitimate aspirations of both free labor and free business.

"Certainly this is our concept within this hall. It is the concept of American unionism going back to the days of Gompers and beyond, that our economic and our social structure can best be advanced through the combined genius and the combined energies of free labor and free business.

"Labor within this country has always opposed that contrary and conflicting concept which would give the government all of the powers of production and distribution, thereby creating a force before which no trade union, no worker, no free man could long stand in dissent or difference. And it is because of this fear of the absolute concentration of power in government that American labor has through the decades, without compromise, waged war on the tyrannies and on the agents of international communism.

"But this is not to suggest for one quick moment that American labor can ever ig-

nore, can ever remain indifferent to the abuses and the failures of our civilization. The American labor movement must always be the agency of constructive protest; it must always be the agency of constructive reform; it must always be the agency of constructive change.

"The first duties of the labor movement are found in the economic area, in the pursuit of those wages and those hours and those conditions of employment which will allow the working people to obtain their proper share of the profits of our system.

"But the functions and the obligations of American trade unionism extend beyond the perimeter of collective bargaining; extend beyond the immediate negotiation of wages and hours and conditions of work. American labor would build not only greater unions; it would build a greater world. And here, then is the social mission of the trade union movement — social in that labor here proposes measures that would advance the living conditions of all within society.

"Thirty years ago there came to the White House through the elections of November, 1932, one of the great humanitarians in human history. It was Franklin Roosevelt who restored the American working people to a condition of equality with business; who without fear and with the great courage that marked him down to his last days, fought the battle of the working people of this country.

"The impact of the Roosevelt revolution may still be felt in every segment of American life, and it is being felt today and will be in the future within the American trade union movement. Because while the idea of a social mission was inherent in the very inception of the trade union movement, since the days of Roosevelt American labor has moved with more precision, with more aggression, with more devotion on the social-action front. And God knows that this is to the good, because people here see the idealism and the innocence of trade unionism. By reason of its social-action struggle, labor today seeks a society in which every American will be well-clothed and well-housed and well-fed and well-cared-for when in medical need. American labor seeks a society which will be free of economic insecurity for the wage earner; seeks a society which will be free of the terrors of discrimination; seeks in effect, without apology in any manner, the ideal society. And by reason of its devotion and its energies in this area, American labor

has become within our time the social conscience of the nation.

"No other institution in American life has done so much to instill a sense of morality, a sense of democracy, a sense of equality in the economic and social orders as the American trade union movement. Indeed, we may claim today that not only has unionism become the social conscience of the nation; it has become the social shelter and the social sanctuary of the nation. Because to you there come for aid and assistance the helpless and the needy of the land. They come for your vitality; they come for your political leadership; they come for your humanity. The aged in seeking medical care; those who would fight for the abandoned child; the men and women who carry the scars of discrimination—indeed, all who carry on the struggle for the afflicted, for those who bear the heavy deformities of mind or body, the scorned and the abandoned and the forgotten of the world come to you in their hour of need. And it is your duty, it is your obligation to stand always with them, because their cause is your cause and their fight is your fight. You have the sacred obligation to build an America which will answer their needs, which will honor their rights and which will cherish their existence.

"This has always been the understanding of America trade unionism with regard to social action. It has always been the concept of the great heroes of American labor: of Samuel Gompers, of William Green, of Phillip Murray. It is the understanding of George Meany, and it is your understanding.

"But why this sense of dedication and commitment to social objectives beyond the perimeter of collective bargaining? Essentially it is this: Whatever your personal philosophy of life may be, by reason of your active presence in the trade union movement you regard man as something more than a collection of chemicals, something more than a lower animal with just a bit of added instinct. Surely you regard him as something more than a talented dog running and then whining and crawling and at last dying in the gutters of the world.

"Man was meant for more than that. It is the nobility of man's nature which summons your movement to greater dedication and to greater sacrifice.

"Let us trust, then, that, with God's help and in the name of a common humanity, labor shall in our generation show to all mankind the way to that civilization of

justice, of liberty and abundance for which man on this earth was destined. That civilization your movement was born to attain and advance, whatever the price, whatever the peril, whatever the age.

"Labor has not survived the centuries to be vanquished now. In this eternal struggle, in this struggle that will be with us through all of our days, the last victory must be and shall be yours.

"Thank you."

Nomination of Officers

The convention then proceeded to the nomination of officers.

President

Albin J. Gruhn, Hod Carriers and Laborers No. 181, Eureka, was nominated by Charles Robinson, Northern California District Council of Laborers, San Francisco.

The nomination was seconded by Harry W. Hansen, Machinists No. 540, Eureka; Leonard Cahill, Lumber and Sawmill Workers Redwood District Council, Eureka; and Ruby Van Ornum, Cooks and Waiters No. 220, Eureka.

Secretary-Treasurer

Thomas L. Pitts, Culinary Workers, Bartenders and Hotel Service Workers Joint Executive Board, Long Beach, was nominated by M. R. Callahan, Bartenders No. 686, Long Beach.

The nomination was seconded by George Chandler, Screen Actors Guild, Hollywood, and Max Osslo, Butchers No. 229, San Diego.

General Vice President

Manuel Dias, Auto Workers No. 76, Oakland, was nominated by Al Logan, Auto Workers No. 76, Oakland.

The nomination was seconded by Ed Shedlock, Utility Workers No. 283, South Gate.

Geographical Vice Presidents

District No. 1

Max J. Osslo, Butchers No. 229, San Diego, was nominated by Joseph A. Spitzer, Provision House Workers No. 274, Los Angeles.

The nomination was seconded by M. J. Collins, Electrical Workers No. 569, San Diego.

District No. 2

M. R. Callahan, Bartenders No. 686,

Long Beach, was nominated by James Blackburn, Painters No. 256, Long Beach.

The nomination was seconded by Peter J. Rimmel, Central Labor Council of Orange County, Santa Ana.

District No. 3-A

William Sidell, District Council of Carpenters, Los Angeles, was nominated by J. J. Christian, Building and Construction Trades Council, Los Angeles.

The nomination was seconded by G. J. Conway, Steelworkers No. 3941, Bell.

District No. 3-B

Pat Somerset, Screen Actors Guild, Hollywood, was nominated by George Flaherty, Motion Picture Projectionists No. 165, Hollywood.

The nomination was seconded by William Sutherland, California State Theatrical Federation, San Francisco.

District No. 3-C

Webb Green, Electrical Workers No. 11, Los Angeles, was nominated by Charles Walker, Electrical Workers No. 11, Los Angeles.

The nomination was seconded by Charles Marsh, Painters No. 1346, Los Angeles, and Louis B. Hoffman, Electrical Workers No. B-18, Los Angeles.

District No. 3-D

W. J. Bassett, Mailers No. 9, Los Angeles, was nominated by Leonard Levy, Clothing Workers No. 55d, Los Angeles.

The nomination was seconded by Ben Scott, Retail Clerks No. 905, San Pedro, and Robert White, Allied Printing Trades Council, Los Angeles.

District No. 3-E

J. J. Christian, Building and Construction Trades Council, Los Angeles, was nominated by Ralph McMullen, Building and Construction Trades Council, Los Angeles.

The nomination was seconded by Patrick A. Hogan, Carpenters No. 1052, Hollywood.

District No. 3-F

James L. Smith, Hod Carriers and Laborers No. 1184, Riverside, was nominated by Burnell Phillips, Central Labor Council of Riverside and San Bernardino.

The nomination was seconded by Ivan Lee Buck, Lathers No. 252, San Bernardino.

District No. 4

Robert J. O'Hare, Carpenters No. 1400, Santa Monica, was nominated by George

P. Veix, Sr., Meatcutters No. 587, Santa Monica.

The nomination was seconded by Mary Olson Moran, Culinary Workers No. 512, San Pedro.

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 Underwood, Meat Cutters No. 556, Santa Barbara.

District No. 6

H. D. Lackey, Building and Construction Trades Council, Bakersfield, was nominated by Melvin Roots, Plasterers No. 112, Oakland.

The nomination was seconded by Lowell E. Fowler, Central Labor Council, Bakersfield.

District No. 7

C. A. Green, Plasterers No. 429, Modesto, was nominated by William O'Rear, Central Labor Council of Fresno and Madera Counties.

The nomination was seconded by Henry Hansen, Central Labor Council of San Joaquin County, Stockton.

District No. 8

Thomas A. Small, Bartenders No. 340, San Mateo, was nominated by W. H. Diederichsen, Electrical Workers No. 617, San Mateo.

The nomination was seconded by Frankie Behan, Waitresses No. 48, San Francisco.

District No. 9-A

Morris Weisberger, Sailors Union of the Pacific, San Francisco, was nominated by W. J. Bassett, Mailers No. 9, Los Angeles.

The nomination was seconded by Ed Turner, Marine Cooks and Stewards, San Francisco.

District No. 9-B

Arthur F. Dougherty, Bartenders No. 41, San Francisco, was nominated by Anthony Anselmo, Hotel and Restaurant Employees Local Joint Executive Board, San Francisco.

The nomination was seconded by Frankie Behan, Waitresses No. 48, San Francisco.

District No. 9-C

Chris Amadio, Machinists No. 1327, San Francisco, was nominated by Phyllis Mitchell, Office and Professional Employees No. 3, San Francisco.

The nomination was seconded by James

Symes, Union Label Section, San Francisco.

District No. 9-D

Newell J. Carman, Operating Engineers No. 3, San Francisco, was nominated by Frank O. Brantley, Operating Engineers No. 39, San Francisco.

The nomination was seconded by John L. Hogg, Building and Construction Trades Council, San Francisco.

District No. 10-A

Robert S. Ash, Alameda County Central Labor Council, Oakland, was nominated by Leslie Moore, Auto and Ship Painters No. 1176, Oakland.

The nomination was seconded by T. W. Anderson, Dining Car Employees No. 456, Oakland.

District No. 10-B

Paul L. Jones, Construction and General Laborers No. 304, Oakland, was nominated by Jay Johnson, Construction and General Laborers No. 304, Oakland.

The nomination was seconded by 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 E. F. Stark, Electrical Workers No. 302, Martinez.

The nomination was seconded by G. A. Paoli, Sugar Workers No. 1, Seafarers International Union, Crockett.

District No. 12

Lowell Nelson, Plasterers and Cement Masons No. 631, Vallejo, was nominated by Stanley Lathen, Retail Clerks No. 373, Vallejo.

The nomination was seconded by Loretta Riley, Bartenders and Culinary Workers No. 770, Santa Rosa.

District No. 13

Harry Finks, Central Labor Council of Sacramento-Yolo Counties, was nominated by Ralph Gross, Miscellaneous Employees No. 393, Sacramento.

The nomination was seconded by Al Caples, Building and Construction Trades Council, Sacramento.

District No. 14

Harry W. Hansen, Machinists No. 540, Eureka, was nominated by George Faville, Central Labor Council, Eureka.

The nomination was seconded by Leonard Cahill, Lumber and Sawmill Workers Redwood District Council, 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 Lloyd Lea, Lumber and Sawmill Workers No. 2907, Weed.

Vice Presidents at Large

Office A

Charles J. Smith, Steelworkers District No. 38, Los Angeles, was nominated by G. J. Conway, Steelworkers No. 3941, Bell.

The nomination was seconded by Edward T. Shedlock, Utility Workers No. 283, South Gate.

Office B

DeWitt Stone, Auto Workers No. 509, Maywood, was nominated by Paul Schrade, Auto Workers No. 887, Los Angeles.

The nomination was seconded by Chris Amadio, Machinists No. 1327, San Francisco.

Office C

Edward T. Shedlock, Utility Workers No. 283, South Gate, was nominated by Harold A. Trusler, Utility Workers No. 132, Los Angeles.

The nomination was seconded by William G. Flaherty, Utility Workers No. 248, Long Beach.

Office D

Herbert Wilson, Rubber Workers No. 44, Los Angeles, was nominated by Edith Jenkins, Rubber Workers No. 44, Los Angeles.

The nomination was seconded by DeWitt Stone, Auto Workers No. 509, Maywood.

Julian D. Evans, Rubber Workers No. 100, South Gate, was nominated by Robert Holsinger, Rubber Workers No. 141, Los Angeles.

The nomination was seconded by Walter L. Cooper, Rubber Workers No. 393, Huntington Beach.

Office E

Jerome Posner, Southern California Joint Board, Amalgamated Clothing Workers, Los Angeles, was nominated by J. J. Christian, Building and Construction Trades Council, Los Angeles.

The nomination was seconded by G. J. Conway, Steelworkers No. 3941, Bell.

Office F

E. A. King, Communication Workers No.

9590, Los Angeles, was nominated by Edward T. Shedlock, Utility Workers No. 283, South Gate.

The nomination was seconded by Herbert Wilson, Rubber Workers No. 44, Los Angeles.

Office G

Emmett P. O'Malley, Oil, Chemical and Atomic Workers No. 123, Long Beach, was nominated by E. M. Cantley, Oil, Chemical and Atomic Workers No. 123, Long Beach.

The nomination was seconded by E. C. Vaughan, Oil, Chemical and Atomic Workers No. 123, Long Beach.

George Kelty, Oil, Chemical and Atomic Workers No. 5, Martinez, was nominated by Cliff Chaney, Contra Costa County Employees No. 302, Richmond.

The nomination was seconded by Deano C. Cerri, Carpenters No. 2046, Martinez.

Office H

Fred D. Fletcher, Newspaper Guild No. 52, San Francisco, was nominated by Justin F. McCarthy, Jr., Newspaper Guild No. 69, Los Angeles.

The nomination was seconded by John W. Austin, Allied Printing Trades Council, Oakland.

Office I

G. J. Conway, Steelworkers No. 3941, Bell, was nominated by Joe Angelo, Steelworkers No. 1440, Pittsburg.

The nomination was seconded by Herbert Wilson, Rubber Workers No. 44, Los Angeles.

Convention City

San Francisco was nominated for Convention City of 1964 by Claude Jinkerson, Retail Grocery Clerks No. 648, San Francisco.

The nomination was seconded by John W. Austin, Allied Printing Trades Council, Oakland.

Greetings to Convention

Secretary Pitts read a telegram from the National Maritime Union of America:

"We wish to extend fraternal greetings to all delegates assembled in convention on the occasion of your Fourth Convention. Best wishes for a successful convention which will prove beneficial to your organization and to the labor movement. Fraternal yours, Joseph Curran, President, National Maritime Union of America."

White Ballot

For Unopposed Candidates

A motion was made by Secretary Pitts, and duly seconded, that he be instructed to cast a white ballot for all unopposed candidates nominated for the respective offices. The motion passed.

Secretary Pitts thereupon cast a white ballot for the election of the following officers:

President, Albin J. Gruhn.

Secretary-Treasurer: Thomas 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, Webb Green

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:

Office A, Charles J. Smith

Office B, DeWitt Stone

Office C, Edward F. Shedlock

Office E, Jerome Posner

Office F, E. A. King

Office H, Fred D. Fletcher

Office I, G. J. Conway

President Gruhn declared the above-named officers duly elected.

1964 Convention City

Secretary Pitts, subsequent to a motion, duly seconded, also cast a white ballot for the city of San Francisco as convention city of 1964.

Adjournment

Upon motion by Secretary Pitts, the rules were then suspended and the meeting was adjourned at 4:55 p.m., to reconvene at 9:30 a.m. on Thursday, August 23, 1962.

FOURTH DAY
Thursday, August 23, 1962
MORNING SESSION

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

Invocation

President Gruhn then presented Rabbi Harvey B. Franklin, Honorary Rabbi, Temple Israel, who delivered the following invocation:

"We thank Thee, O God, for this fourth day in convention assembled in behalf of labor. This association of men of common interests makes clear surely to all of us what constitutes honest and upright labor.

"As one of Thy gifted spokesmen of the workers of the past has said, 'Working men are we all so far as we have the desire to make ourselves useful to human society in any way whatsoever.'

"Labor, the dedication to it, as well as the fruits of toil, ennobles our task. Verily, we are useful to our fellows as we see Thy guiding hand in all of our endeavor.

"In the Holy town in which the sacred scriptures are written, Thou hast taught us that the word for 'work' and the word for 'worship' are the same; and in Thy Holy Book was it announced to Moses of old that 'Man shall not live by bread alone but by that which proceedeth from the mouth of the Lord.'

"Help us, then, in our thoughts, in our deliberations and in our resolves that we may say and do that which is in accordance with Thy Divine Will. Amen."

Report of Committee on Legislation

Chairman William Bassett of the Committee on Legislation made a motion, duly seconded, that only the number, page and title of each resolution be read. The motion was passed.

Chairman Bassett then reported for the committee as follows:

Resolution No. 24—"Political Activity of Public Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 53—"35-Hour Week for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 97—"Six Months' Probation for County and Municipal Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 112—"Civil Service Longevity Pay."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 126—"State Employees to Be Paid Every Two Weeks."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 131—"Fringe Benefits Extended for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 236—"Health and Welfare Programs for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 144—"Overtime Pay for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 224—"Dependents' Health and Welfare Coverage in Public Employment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 244—"Collective Bargaining for City Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 266—"Prevailing Wage Rates for Craftsmen."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 274—"Tightening of Job Specifications."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 276 — "Protection for Corrections and Mental Hygiene Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 278—"Sick Leave Pay for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 281—"Salary of State-Employed Craftsmen."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 282—"Health and Welfare for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 42—"Salaries of Safety Engineers"; **Resolution No. 195**—"Full Time Peace Officer Status for Correctional Officers"; **Resolution No. 226**—"Pay of Apprenticeship Consultant"; **Resolution No. 233**—"Probation Officers"; **Resolution No. 239**—"Psychiatric Technicians"; **Resolution No. 271**—"Salary of Correctional Officers"; **Resolution No. 275**—"Salary of Adult Parole Agents."

The committee report:

"The subject matter of these resolutions is similar; namely, the classification and reclassification of various positions in public service to insure appro-

priate adjustments in wage schedules and adequate standards.

"While your committee believes that the objectives outlined in these resolutions are desirable, your committee believes that this is an overall problem involving not only these specific job classifications but all similar job classifications within the entire state.

"Your committee accordingly, while concurring in the intent of maintenance of adequate standards and equitable wage rates, recommends that each of these resolutions be filed, that the subject matter be referred to the incoming Executive Council for consideration and action in accordance with an overall program on behalf of all of the employees within the state.

"Accordingly, your committee recommends that Resolutions Nos. 42, 195, 226, 233, 239, 271 and 275 be filed.

The committee's recommendation was adopted.

Resolution No. 36—"Mandatory Merit System for School Employees"; **Resolution No. 98**—"Merit System"; **Resolution No. 151**—"Compulsory Civil Service for School Employees."

The committee report:

"The subject matter of these resolutions is similar: namely, opposition to compulsory civil service for school employees.

"While your committee is sympathetic to the objectives of these resolutions, the committee believes that it involves the necessity of more study than can be afforded by your committee. Accordingly, the committee recommends that Resolutions Nos. 36, 98 and 151 be filed and the subject matter be referred to the incoming Executive Council for study."

The committee's recommendation was adopted.

Resolution No. 85 — "Social Security Coverage for County Employees"; **Resolution No. 88**—"Social Security Coverage for City Employees"; **Resolution No. 238**—"Los Angeles Public Employees Social Security Coverage."

The committee report:

"The sponsors of these resolutions appeared before your committee, and as a result of such appearance, the committee recommends concurrence in Resolution No. 238, and further recommends that Resolutions Nos. 85 and 88 be filed."

The committee's recommendation was adopted.

Resolution No. 139—"Oppose 'The California Plan'—AB 1966"; **Resolution No. 234**—"Assembly Bill 1966."

The committee report:

"The subject matter of these resolutions is similar; namely, opposition to AB 1966, the so-called California Plan.

"The committee recommends concurrence in **Resolution No. 139**, and further recommends that **Resolution No. 234** be filed."

The committee's recommendation was adopted.

Resolution No. 143—"Alternate Non-work Days for Holidays"; **Resolution No. 237**—"Holidays for Public Employees."

The committee report:

"The subject matter of these resolutions is similar; namely, alternate days off for holidays.

"The committee recommends concurrence in **Resolution No. 143**, and further recommends that **Resolution No. 237** be filed."

The committee's recommendation was adopted.

Resolution No. 145—"Escalator Clauses for State Employees"; **Resolution No. 146**—"Escalator Clause for Retired State Employees."

The committee report:

"The subject matter of these resolutions is similar; namely, the establishment of the concepts of escalator clauses for both wages and retirement benefits of state employees.

"Your committee, after consulting with the sponsors of the resolutions, is convinced that this entire subject matter not only involves fundamental determination of policy issues, but by necessity requires investigation of highly complex and confusing factors. Your committee did not feel that it had adequate time to conduct this activity, and accordingly recommends that **Resolution No. 145** and **Resolution No. 146** 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. 91—"Oral Examinations in Civil Services."

The committee report:

"The sponsors of this resolution appeared before your committee at its request, and after much discussion and consideration, your committee recommends that the first Resolved be amended by

inserting after the word 'percent' the words 'if and whenever such type of examination is used.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 142—"Pension and Disability Benefits for Peace Officers of State."

The committee report:

"Your committee requested the sponsors of this resolution to appear before it and explain the content and purpose of the resolution. Even after such explanation, however, your committee was convinced that this was a highly complex problem concerning which it did not have adequate time to study and check.

"Your committee accordingly 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. 273—"Parking Space for Public Employees."

The committee report:

"Subject matter of this resolution is concerned with free parking spaces for all public employees.

"In the opinion of your committee, aside from the tremendous financial outlay that would have to be made, your committee believes it is totally impractical.

"Accordingly, the committee recommends nonconcurrence."

The committee's recommendation was adopted.

Resolution No. 272—"Oppose Abuses of Merit System."

The committee report:

"Your committee is convinced that the problems involved should be considered by the Executive Council since your committee does not have adequate time and resources to evaluate the situation.

"The committee accordingly recommends that the resolution be filed, but that the subject matter be referred to the incoming Executive Council for study and action."

The committee's recommendation was adopted.

Resolution No. 277—"Hours and Fringe Benefits of State Employees."

Your committee report:

"Your committee believes that the scope of this resolution is such it would require much study in order to integrate it with other requests for legislative action on substantially the same subject matters, but that your committee does not have adequate time to conduct any such study.

"The committee accordingly 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. 280 — "Unemployment and Disability Insurance for State Employees."

The committee report:

"The subject matter of this resolution is concerned with the extension of coverage as to certain exempted classes with respect to both the unemployment and disability insurance acts.

"The committee directs the attention of the delegates to **Statements of Policy V, Unemployment Insurance, Section (b)** commencing at Page A-24, and **VI, Unemployment Disability Insurance** commencing on Page A-26, covering the same subject matter.

"Since the subject is more adequately set forth in these policy statements, the committee recommends that **Resolution No. 280** be filed."

The committee's recommendation was adopted.

Resolution No. 279—"35-Hour Week for State Employees."

The committee report:

"The committee recommends that in the last line of the resolution the word 'state' be stricken and that the word 'all' be inserted.

"As so amended, the committee recommends concurrency."

The committee's recommendation was adopted.

Resolution No. 283 — "Investigate Department of Mental Hygiene."

The committee report:

"The committee notes that there are charges of a serious nature contained within the provisions of this resolution. The committee does not have the time or opportunity to verify the accuracy of such statements. The committee accord-

ingly recommends that this resolution be filed, and that the subject matter of the resolution be referred to the incoming Executive Council for study and action."

The committee's recommendation was adopted.

Resolution No. 285—"Oppose Abuses in Mental Hygiene Department."

The committee report:

"Your committee believes that this resolution contains serious charges which would require substantial time and investigation. Since your committee does not have this time, your committee recommends that the resolution be filed and the subject matter be referred to the incoming Executive Council for study and action."

The committee's recommendation was adopted.

Resolution No. 138—"Increase Disability Retirement for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 134 — "Amend Revenue and Taxation Code for Retired State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 28—"Administration of State Retirement System."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 172—"Safety in Railroad Shops and Yards."

The committee report:

"At the request of the committee, the sponsors of this resolution appeared, and the sponsors conceded that although this legislation was introduced before by the Federation, as a result of the opposition of other affiliates, the Federation was unable to process it further.

"It appears, however, that this opposition no longer exists, and contingent upon this fact being verified by the Secretary, your committee recommends concurrence to the resolution."

The committee's recommendation was adopted.

Resolution No. 225—"Safety Code Penalties."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 251—"Ear Plugs."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 185—"Extend Aid to Needy Children."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 186—"Restrictive Legislation in Public Welfare."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 10—"Importing Strikebreakers"; Resolution No. 99—"Prohibit Imported Strikebreakers"; Resolution No. 174—"Prohibit Importation of Professional Strikebreakers"; Resolution No. 227—"Prohibit Recruiting of Professional Strikebreakers"; Resolution No. 252—"Professional Strikebreakers."

The committee report:

"The subject matter of these resolutions is similar: namely, the prohibition of employment of professional strikebreakers.

"The committee recommends concurrence in Resolution No. 252 and further recommends that Resolutions Nos. 10, 99, 174 and 227 be filed."

The following delegates spoke in support of the committee's recommendation; John Austin, Allied Printing Trades Council, Oakland; John Kelly, Printing Specialities No. 362, San Francisco; N. J. Greene, NABET No. 51, San Francisco; and Lou Goldstein, Fur Workers No. 87F, Los Angeles.

The committee's recommendation was adopted.

Resolution No. 117—"Assessment of State Property for School Taxes."

The committee report:

"The sponsors of this resolution appeared before your committee at its request, and in answering the questions of the committee, stated that the intent of the resolution was to deny the privilege of voting to certain individuals unless they paid taxes.

"In the opinion of your committee, this concept is totally inconsistent with the position of this organization. There should be no tests of such type for the privilege of voting.

"Accordingly, your committee recommends nonconcurrence."

The committee's recommendation was adopted.

Resolution No. 165—"Payroll Tax"; Resolution No. 168—"Outlaw Local Payroll and Salary Tax."

The committee report:

"The subject matter of these resolutions is similar; namely, the prohibition against local payroll and salary taxes.

"The committee wishes to alert the delegates to the fact that this is a program which is developing at the local level throughout the state, and although the proposal has been defeated in Los Angeles, it currently is pending before the city of Oakland.

"Affiliates accordingly should be diligent in insuring that the program is not spread in their local communities and should set up protection, so that in the event the proposal is suggested, they are immediately contacted and strenuously oppose any such proposals.

"With this statement, the committee recommends concurrence in Resolution No. 165 and further recommends that Resolution No. 168 be filed."

Delegate Lewis B. Hoffman, Electrical Workers No. 18, Los Angeles, spoke in support of the committee's recommendation.

The committee's recommendation was adopted.

Resolution No. 113—"Collective Bargaining for Teachers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 6—"Regulation of Non-Accredited Trade Schools."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 122—"Enforce Equal Pay for Equal Work"; Resolution No. 289—"Equal Pay for Equal Work."

The committee report:

"The subject matter of these resolutions is similar; namely, equal pay for

equal work. The committee recommends concurrence in Resolution No. 122 and that Resolution No. 289 be filed."

The committee's recommendation was adopted.

Resolution No. 16—"Overtime Work by Women in Defense Production"; **Resolution No. 35**—"Limited Emergency Overtime Work for Women in Defense"; **Resolution No. 119**—"No Relaxation of Women's Eight-Hour Law"; **Resolution No. 292**—"No Relaxation of Women's Eight-Hour Law"; **Resolution No. 301**—"Hours of Labor for Women."

The committee report:

"The subject matter of these resolutions is similar: namely, the scope and application of the so-called eight-hour law for women and minors.

"At the request of your committee, numerous individuals appeared before it expressing opinions both for and against relaxation of the restrictions under this law. After lengthy consideration, your committee concluded that there should be no relaxation of the existing law; and your committee accordingly recommends concurrence in Resolution No. 119, and further recommends that Resolutions Nos. 292 and 301 be filed. And it finally recommends non-concurrence in Resolutions Nos. 16 and 35."

The following delegates spoke in favor of the committee's recommendation: Bertha Metro, Hotel, Motel, Club Service Workers No. 283, San Francisco; Jackie Walsh, Waitresses No. 48, San Francisco; Gunnar Benonys, Carpenters No. 36, Oakland, and Anthony Anselmo, Hotel and Restaurant Employees Joint Executive Board, San Francisco.

A motion calling for the previous question, put by Herman Leavitt, Bartenders No. 284, Los Angeles, carried.

The committee's recommendation was thereupon adopted.

A motion by Delegate Anthony Anselmo to make the committee's recommendation unanimous was lost.

Monsignor Martin C. Keating

Chaplain, California Labor Federation

President Gruhn at this time presented Monsignor Martin C. Keating, Chaplain of the California Labor Federation, who addressed the delegates:

"For 25 years I have enjoyed the privilege of meeting with you in convention.

"In 1944 it was my privilege to be in

the council of the State Executive Group in our effort to reply to what we recognized as an attack through political action in the state election upon the God-given rights of a working man to participate in a free union for collective bargaining. The article was entitled 'What Is To Remain American?'

"Today I feel that that question is of the same importance as it was then. You may be surprised that I so evaluate the question. Because now the membership, thank God, is the greatest of any labor organization of any state in the United States.

"In that argument of 1944, which was so highly appreciated by the membership and by all friends of true Americanism, we emphasized the fact that the Declaration of Independence is truly the soul of America, and we recognized that the constitution is the framework within which the soul must be sheltered as the soul is sheltered within the framework of a human body.

"Let me quote but one remarkable confirmation of the high value we put on that argument.

"In 1776 the founding fathers of this republic, under the leadership of Thomas Jefferson's magnificent grasp of the natural law in philosophy, pledged their lives, their fortunes and their sacred honor to the defense of the Declaration of Independence.

"What are the articles in that creed which is Americanism?

"The first article is, It is the American way to believe in the creator God as the source of man's rights. It is the American way to acknowledge the unity of the human race regardless of a man's color, his language, his religion or his social status. It is the American way to acknowledge the natural law as binding on the nation as on the individual.

"And what is the natural law? It is the voice of God heard by every human being who is not insane and who is old enough to reason, telling him: Avoid evil, do good. And it is just as specific as what you can find in the Ten Commandments, all of which become a part of the efforts of Americanism.

"Today these fundamental truths and convictions are being bypassed. There is only one enemy in the world today, but that enemy dominates one-third of the world and that enemy is the man who says there is no God, because the man who says that not only denied God, but he denies the spirit of God in every man.

"We find in the first conversation of God with Adam and Eve in Paradise, in the first chapter of the first book of the Old Testament, God's strategy for teaching man the basis of His dignity when God says: 'Let us make man in our image.' That becomes echoed by our blessed Lord and His Mother in the first chapter of St. Luke's Gospel, and in the final tragedy of our Lord's life we find Him demonstrating the same freedom of will, the same ability to reason with the Infinite God as His Mother showed in her conversation.

"Understand that the enemy is all around us, and that one great enemy is the man who denies that the Declaration of Independence is a part of Americanism today.

"In conclusion, see how practical was the marvelous mind of Jefferson. On Washington's Birthday in 1825, the year before Mr. Jefferson died, on the Fourth of July, he wrote to a boy named Smith, whose father had written to Mr. Jefferson begging the great Jefferson to leave a line that would inspire the boy to manhood. And here is what Jefferson wrote:

"'Adore God, cherish and obey your parents. Love your neighbor as yourself and your country better than yourself. Be just. Be true. Murmur not at the ways of poverty.'

"Thank you very much."

Election of Officers

At this time, the convention took up the business of holding the election for Vice Presidents at Large, Offices D & G.

The candidates for Office D were Julian D. Evans and Herbert Wilson. The candidates for Office G were George D. Kelty and Emmet "Pat" O'Malley.

The Secretary announced that the President, in accordance with the constitution, had appointed the following delegates to comprise the election board:

Election Board

James H. Blackburn, Chairman, Painters No. 256, Long Beach; John J. Hill, Supervisor, Retail Clerks No. 648, San Francisco; Elizabeth Kelley, Supervisor, Waitresses No. 48, San Francisco; Joe Angelo, United Steelworkers No. 1440, Pittsburg; William P. Sutherland, California Theatrical Federation, San Francisco; Charles ("Pop") Kennedy, Musicians No. 6, San Francisco; Jerry Dowd, Operating Engineers No. 3, San Francisco; Gunnar Benonys, Carpenters No.

36, Oakland; Claude Cox, Amalgamated Clothing Workers No. 55, Los Angeles; Charles Benton, Construction & General Laborers No. 389, San Mateo; R. M. Anthony, Jr., Fire Fighters No. 55, Oakland; Anthony Scardaci, Furniture Workers No. 262, San Francisco.

On motion of Secretary Pitts, the convention approved these appointments.

Secretary Pitts read all the constitutional provisions pertaining to the holding of elections and explained the procedure in detail.

Balloting by roll call thereupon proceeded until completion.

President Gruhn then declared the polls closed and directed the Election Committee to proceed with the counting of the ballots.

No Recess

The balloting by roll call having proceeded without interruption, it was then too late to call a noon recess. The Chairman therefore announced that the convention would remain in continuous session until 5:00 p.m.

Report of Committee on Resolutions

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

Resolution No. 33—"Condemn the Labor Policies of U. C. Regents."

The committee report:

"At the request of your committee the sponsors appeared before it at its meeting on Tuesday evening, August 21, and as a result of that meeting it was agreed that the fourth Whereas would be amended by inserting in line 1 before the word 'Regents' the words 'Board of,' and in line 10 striking the word 'every.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 124—"Unemployment Insurance for State Employees."

The committee report:

"At the request of your committee, the sponsors of this resolution appeared before your committee and stated that the intent of this resolution was to obtain legislation covering subject employees under the Unemployment Insurance Act.

"Your committee directs the attention of the delegates to Statement of Policy V

—**Unemployment Insurance, section (b)** (Item 7).

“Since this subject matter is covered in the statement of policy, your committee recommends **Resolution No. 124** be filed.”

The committee’s recommendation was adopted.

Resolution No. 262—“Apprenticeship Center.”

The committee recommended concurrence.

The committee’s recommendation was adopted.

Resolution No. 265—“Lower Age for Social Security.”

The committee report:

“The subject matter of this resolution is already covered by **Statement of Policy XI—Social Security, section (b)**, and in resolutions previously adopted by this convention on this subject matter.

“Your committee accordingly recommends that **Resolution No. 265** be filed.

The committee’s recommendation was adopted.

Resolution No. 290—“State Fair Labor Standards Act.”

The committee report:

“The subject matter of this resolution is concerned with the establishment of a state Fair Labor Standards Act.

“Your committee directs the attention of the delegates to **Statement of Policy III, Labor Legislation, section (d)**.

“Your committee believes that the subject matter of this resolution is more adequately covered in the statement of policy and accordingly recommends that this resolution be filed.”

The committee’s recommendation was adopted.

Resolution No. 291—“Full Tax Deduction for Child Care for Single or Unmarried Taxpayers with Dependents.”

The committee report:

“The subject matter of this resolution is similar to **Resolution No. 121** previously adopted by this convention and found in the first day’s proceedings.

“Your committee accordingly recommends that this resolution be filed.

The committee’s recommendation was adopted.

Resolution No. 298—“Removal of Wage-Hour Exemption under FLSA for the Hotel, Motel and Restaurant Industries.”

The committee recommended concurrence.

The committee’s recommendation was adopted.

Resolution No. 140—“Oppose ‘Unit-Time’ Concept for Department of Employment Employees.”

The committee report:

“The sponsors of this resolution have requested in writing that this resolution be withdrawn, and your committee recommends concurrence in this request.”

The committee’s recommendation was adopted.

Resolution No. 93—“Rule of One in Civil Service”; **Resolution No. 188**—“Support Rule of One.”

The committee report:

“The subject matter of these resolutions is similar; namely, strict adherence to the ‘Rule of One.’

“Your committee recommends concurrence in **Resolution No. 93**, and further recommends that **Resolution No. 188** be filed.”

The committee’s recommendation was adopted.

Resolution No. 189—“Uniform Allowances for State Employees.”

The committee recommended concurrence.

The committee’s recommendation was adopted.

Resolution No. 125—“In-Service Training for State Employees.”

The committee recommended concurrence.

The committee’s recommendation was adopted.

Resolution No. 127—“Promotional Examinations for State Employees.”

The committee recommended concurrence.

The committee’s recommendation was adopted.

Resolution No. 132—“System of Longevity Pay for State Employees”; **Resolution No. 129**—“Committee to Review Civil Service ‘Laws and Rules’.”

The committee report:

“The subject matter of these resolutions is concerned with the establishment of a system of longevity pay for state employees similar to that prevailing with federal Civil Service.

“Your committee believes that this requires extended research and study to determine the feasibility and desirability of

such a program, but unfortunately your committee does not have the time or opportunity to conduct such research.

"Your committee accordingly recommends that these resolutions 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. 192—"Calendar-of-the Month Pay Periods for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 147—"Union Scale for State Building Tradesmen and Craftsmen."

The committee report:

"At the request of your committee the sponsors of this resolution appeared before it and stated the desire of the sponsors was to obtain legislation along the lines embraced by **Resolutions Nos. 266 and 281**, pending before the Committee on Legislation.

"Your committee accordingly defers to the decision of that committee in that respect and recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 193—"Pay for CTO of State Correctional Officers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 245—"Retirement Credit for Military Service of State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 92—"Political Activity of Public Employees"; **Resolution No. 180**—"Support Public Employees' Political Rights."

The committee report:

"The subject matter of these resolutions is similar; namely, the restoration of the freedom of public employees to engage in political activity.

"Your committee recommends concurrence in **Resolution No. 92** and further recommends that **Resolution No. 180** be filed."

The committee's recommendation was adopted.

Resolution No. 128—"State Pay Full Health and Welfare Premiums for State Employees"; **Resolution No. 141**—"Make Group Life & Medical Insurance Available to All State Employees."

The committee report:

"The subject matter of these resolutions is similar: namely, the implementation of a complete fringe program for State employees comparable to what prevails in private industry.

"Because of the complexity in determining exactly what prevails in private industry and what should be applicable in public employment without overlapping and duplication, your committee believes that much time and study must be given to this problem and that, accordingly, it should be referred to the incoming Executive Council for study and action.

"Your committee accordingly recommends that these resolutions 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. 191—"One-Fiftieth Retirement Formula for All State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 94—"Saturday Holidays for Public Employees"; **Resolution No. 133**—"Night Differential, Shift Premium, or Holiday Premium for State Employees"; **Resolution No. 190**—"Differential Pay for Night Work"; **Resolution No. 194**—"Holiday Time Off for Required Work on Saturday Holidays"; **Resolution No. 270**—"Miscellaneous State Salary Increases."

The committee report:

"The subject matter of these resolutions is similar: namely, holiday, premium shift differential and other types of conditions of employment for public employees.

"Because of the complexity of the problems involved in these resolutions your committee believes they should undergo study by the incoming Executive Council, because this committee does not have the time and opportunity to conduct the necessary research.

"Your committee accordingly recommends that these resolutions 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. 22—"Endorse and Assist the Coro Foundation."

The committee recommended concurrence.

Delegate J. E. Jeffery, City and County Employees No. 400, San Francisco, spoke in opposition to the committee recommendation. He asked if it would be in order to move that the resolution be referred to the Executive Committee for further study.

The Chairman ruled that such a motion would be out of order, since the delegate had made a speech first.

Delegate Ken Moon, NABET, Hollywood, moved that the resolution be filed, and further moved a substitute motion that the resolution be referred to the incoming Executive Council.

Delegate Charles Walker, Electrical Workers No. 11, Los Angeles, spoke in opposition to the substitute motion.

Delegate Joe Christina, Building Trades Council, Los Angeles, spoke in opposition to the substitute motion and in favor of the recommendation of the committee.

Jerry Conway, Steelworkers No. 3941, also opposed the substitute motion and favored the committee's recommendation.

Chairman Small spoke similarly.

The substitute motion was defeated.

The committee's recommendation was adopted.

Resolution No. 79—"Commend Children's Asthma Research Institute and Hospital"; **Resolution No. 157**—"Support Asthma Research Institute."

The committee report:

"The subject matter of these resolutions is similar: namely, commendation of the Children's Asthma Research Institute and hospital.

"Your committee recommends concurrence in **Resolution No. 157**, and further recommends that **Resolution No. 79** be filed."

The committee's recommendation was adopted.

Resolution No. 100—"California Fine Arts Commission."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 39—"Support Community Chest and Other Federated Fund-Raising."

The committee recommended concurrence.

Delegate Robert White, Allied Printing Trades Council, Los Angeles, offered the following amendment to the motion by the Resolution Committee; to add an additional Resolved to **Resolution No. 39**, to read: "And be it further Resolved, That such participation be contingent upon these agencies' employing only union services and requiring a union label recognized by the AFL-CIO on all of their printed material."

Chairman Small accepted the amendment for the committee, and recommended concurrence with the resolution as amended.

The committee's recommendation was adopted.

Report of Committee on Legislation

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

Resolution No. 152—"Tax Deduction for Remodeling Work."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 235—"Management Personnel in Employee Organizations."

The committee report:

"The sponsors of this resolution appeared before your committee at its request.

"In spite of such appearance, however, your committee is convinced that the concepts placed within the resolution are completely inconsistent with the existing situations within the framework of many of the affiliates of this organization.

"Your committee accordingly recommends nonconcurrence."

The committee's recommendation was adopted.

Resolution No. 300—"Employer's Failure to Make Wage, Fringe, and Health and Welfare Payments."

The committee report:

"Your committee certainly is sympathetic to a more effective program to insure the prompt and full payment by the employer of all amounts due and owing by him; after much consideration of this resolution the committee is not convinced

that making the violation a felony rather than a misdemeanor will be effective.

"Your committee is concerned that on the contrary, it might tend to have even less strict enforcement than actually exists, to the additional detriment of the working people.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 1—"State Administration of Telephone Company Welfare Plans."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 15—"Pinpointing Aid to Distressed Industries."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 18—"Representation for Hospital Workers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 74—"Amend Vocational Rehabilitation Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 82—"Farm Labor Legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 89—"Extended Manpower Development Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 95—"Public Works and Public Purchases."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 171—"Full Compensation for Jury Duty."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 210—"Child Day Care Centers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 221—"Loggers' Lien."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 230—"Oppose Tuition Fees in Adult High Schools."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 231—"Legislation for Low Cost Housing."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 269—"California Arts Commission."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 287—"Regulation of Private Employment Agencies."

The committee recommended concurrence.

Delegates Claude L. Fernandez, Retail Clerks No. 428, San Jose, and Sanford Williams, Waiters No. 30, San Francisco, spoke in support of the committee's recommendation. Delegate Edmund Bradley, Hod Carriers No. 300, Los Angeles, also spoke on the resolution.

The committee's recommendation was adopted.

Hale Champion

Director of Finance, State of California

President Gruhn introduced Hale Champion, Director of Finance, State of California, who delivered the following address:

"Before I say anything else, I want to thank you for your tolerance in inviting a director of finance here today. Until a

year ago, the last speaker in the world I wanted to hear was a director of finance. And after listening to myself for a year, I haven't changed my mind at all.

"I think I can safely say that I have delivered as many dull speeches in the last year as any man in California. And in a political year, that isn't easy. The Republican competition is stiffer than the rest of them, though.

"I don't want to apologize too strongly for being dull, however. I find that it reassures people to have a man handling other people's money who doesn't have a lot of his own, not to display too much imagination.

"I'll try not to dwell too much on the figures and statistics here today. However, we do have one factor working in our joint favor: As some of this administration's critics never tire of bringing up, I wasn't brought up in a bank vault. As a matter of fact, it was just the day before yesterday, it seems, that my chief problems were as chairman of the grievance committee at a San Francisco newspaper. I was chosen because I had more grievances than anybody else.

"As a result, even as Director of Finance, I can still take an occasional interest in something other than the counting-house aspects of this job—and there are a lot of other aspects involved. Most important of all, I wanted to talk to you today to tell you that this administration realizes that though it talks about four balanced budgets, and talks proudly about four balanced budgets, we are not going to be satisfied with a mere mechanical balancing of the books every year.

"Government has to do more, much more; and under the leadership of Pat Brown, California state government is not only balancing the books, but we are trying—and in most cases, I think, succeeding in meeting the mounting challenges of growth in California.

"I do not intend to recite that record at length today. I thought Jack Henning did a very good job. But I do want to discuss briefly what that record and the convictions of the man who helped build that record most, Governor Pat Brown, portend for the future of California; and what's in the future of California is in the future of the labor movement of California.

Governor Brown Has Pioneered In Meeting Employment Challenges

"To begin, that record is a record of a Governor who really believes in full employment—not the seven percent plus of

a year ago, or the 5.7 percent of last month, or the five percent or slightly under that is just ahead of us—but who believes in full employment, in full appreciation of the philosophy that was set forth in the federal Full Employment Act of 1946.

"No state is master of its own economy, not even a state about to become the most populous state in the nation. Inevitably, national trends and actions of the national government have far greater impact on our economy than actions taken in Sacramento. Yet, led by Governor Brown, this state pioneered in meeting the challenges of the 1960 recession and in easing its impact. Well before the federal government could bring its massive weight to bear, California had acted on its own. Tax revenues were headed down, but we in Sacramento knew that the situation called for action, not retrenchment and retreat. We speeded up public works, we hurried funds into the lagging local school construction program, helping wipe out double sessions and reduce unemployment at the same time.

"We extended unemployment benefits, again before the federal government could act, and we have made major improvements in retraining and apprenticeship programs. I realize more improvements are needed, and we hope to make them.

"In short, we acted confidently and forcefully in the knowledge that fear is a poor advisor, and that timidity is a poor policy. Things are a lot better today than they were then. But there's still much to do.

"Our unemployment rate is still far too high. Our action on the growth rate is still far too low, and our capacity to plan for the future is still far too limited.

New Agencies for State Planning

"Perhaps that's the major point I have to make today—the need for better planning in California, for better blueprints of our industrial and economic future. Planning in this greater sense is relatively new at the state level in California. Until 1959, there were no state planning offices, no economic development agency offices in Sacramento.

"Even when they were founded under the sponsorship of the Governor and with the support of the Democratic legislature in 1959, they were given small budgets, and they got modest assignments to go with the small budgets. They were frankly experimental. They were on trial in California, although similar and much

better financed agencies had performed very well in other and less fortunate states, in which people in both labor and industry have had fewer natural advantages than we in California.

"Lately, however, we have seen the tempo of work in both of these agencies begin to pick up. And I think the support and interest being expressed by your leadership this week is going to push them ahead even faster. This new drive and this concern for planning, both on your part and on ours, have their origins in some of the things that concern us together most.

"Where are the jobs going to be for the 650,000 people who join us each year? Where are they going to live? What educational opportunities will they have? Where will they find their outdoor recreation? As automation continues to create new employment problems, how are we going to be sure that retraining programs are directed at the real needs, instead of serving as inadequate stopgaps, sometimes outdated even before the retraining is completed?

"These are only a few of the questions for which these two agencies increasingly are going to have to help us find the answers.

Importance of Economic Development Agency and State Planning Office

"These two agencies, I think—the economic development agency and the state planning office—are going to be two of the most valuable instruments we have for matching people in California with opportunities in California, for employing our resources to meet our growth.

"This administration already has done a lot of planning, of course. But the urgency to move on into action has too often kept our planning to date on a single track, and some important conflicts are beginning to emerge. As our population continues to grow, we can't afford these conflicts, nor some of the waste and confusion of past years, when there was more room, when there were more opportunities, when the mounting population had not reached the point it has today.

"We now no longer can accept less than the best use of our human and natural resources and still solve our problems. Our water plan, for example, needs to fit our outdoor recreation plan, which in turn needs to match plans for helping to guide our urban growth, which in turn must be served by adequate transit means. They all have to work together.

"This is a new job, a new and important role for the state of California. The pattern of educational development must match the pattern of opportunities created by the industrial and cultural growth. At the moment, for instance, we need far more people going into the health services. The master plan for higher education has got to be put to work to produce better and more nursing schools and larger classes in the existing schools. These are the simple examples of what planning can and should do for us, and in some cases is already beginning to do for us.

"As you may know, the Office of Planning is in the Department of Finance, and this last year, the Governor has asked me to put new vigor and emphasis—not to mention money—into these planning efforts. As a result, I can tell you here today that by 1965 we will have a state development plan for California, perhaps the first of its kind in the nation.

Plans Are Flexible

"I want to emphasize that planning is no answer in itself. Plans should always be our instruments, not our masters. But their main value is the common knowledge they permit us to share. The simple fact is that plans let the right hand of our society know what the left hand is about to do, and vice versa. Plans can change and should change. They can be changed by you; they can be changed by anybody who takes enough interest to want to take part in the planning of the state.

"Otherwise, they will be challenged only by circumstances. But they do offer us an agreed-upon way to attain predetermined objectives, the objectives you and I have chosen. And we ought to use these plans to reach those objectives. Whatever the particular goal, whether it's full and equal opportunities, or full employment or something else, the Governor's new emphasis on coordinated planning can make California's good society an even better one for all of us.

"There are people in our society—or perhaps I should say in the John Birch Society—who dislike the use of the word 'plan' in any context. But even they plan out their own lives after a fashion; they plan for their businesses and their families. They even plan the meetings and activities of the John Birch Society Chapters.

"Yet they would deny the public the benefits of foresight and forethought. Fortunately you and I, not they, are the main stream of American life; and to-

gether we can continue to plan to make it an even better way of life.

"Thank you very much."

Tarea Hall Pittman

**Regional Secretary, West Coast Region,
National Association for the Advancement
of Colored People**

Tarea Hall Pittman, Regional Secretary, West Coast Region, National Association for the Advancement of Colored People, was escorted to the platform by the following committee: Max Osslo, chairman, Butchers No. 929, San Diego; A. T. Gabriel, Miscellaneous Employees No. 110, San Francisco; Max Mont, Cloakmakers No. 58, Los Angeles; William Pollard, Dining Car Employees No. 582, Los Angeles; and John Austin, Allied Printing Trades Council, Oakland.

After being introduced by President Gruhn, Mrs. Pittman addressed the convention as follows:

"Mr. President, officers and delegates to the fourth convention of the California Labor Federation, AFL-CIO, distinguished platform guests, ladies and gentlemen:

"I bring you greetings from the National Association for the Advancement of Colored People. I see here seated on this platform, along with your President, other conspicuous members of your organization with whom I have worked for many years, and whom I commend for the magnificent leadership that they have given not only to the labor movement, but to many other allied causes in our great state.

"And I say to you, those of you whom I do not know, that I am pleased that you have joined this great company. And I can but hope that you will emulate the magnificent example that they have set in the founding of the great and important labor movement of this country. I trust that you have had a very constructive convention, and I have been acquainted with some of the resolutions that you have already passed; and in the remaining hours of this meeting I hope that you will set a standard that will make this one of the historic conventions and will set milestones that will go down in history, because you have accomplished so much.

"The National Association for the Advancement of Colored People was founded on the 100th birthday of Abraham Lincoln, in 1909, in order to bring to Negroes first class citizenship and their constitutional guarantees.

NAACP Objectives Not Yet Fully Realized

"That I should stand before you almost 100 years since the Emancipation Proclamation and of necessity born of frustration remind you that there are yet inequities, injustices, and indignities which thwart the full realization of Negroes as American citizens, is, my friends, a sad commentary on the democratic principles that we enunciate abroad as well as at home.

"Ceaselessly during these long, hard years the Negro has fought for the individual dignity and economic independence that he is entitled to as a citizen. During these long, hard years, evidence upon evidence has mounted—like Vesuvius—of general exploitation and denial of his constitutional rights, and, like Vesuvius, the eruption is at hand. The Negro has paid and paid again the price for equality and economic freedom, and the lava of discontent runs rampant throughout the land.

"Now when one talks about a price, one thinks about the product. And when one considers a product, one looks for a guarantee. No product survives the market that is not consistently produced in terms of quality. Once the product is standardized, the price is established, and any man will refuse to pay more than his neighbor for the same merchandise, nor will he pay the same price as his neighbor and accept an inferior product.

"The United States Constitution guarantees the right of all citizens to the blessings of liberty. The quality of this product is to be the same for every individual. As a consumer the Negro insists that the product—equal opportunity—a vital ingredient of the blessings of liberty, must be of consistent quality if he is to continue to pay the price. He insists that the freedom to earn the price of goods and services which satisfy his needs match that of the freedom accorded his neighbors.

Economic Opportunity Is Basic To Gain All Rights

"For in our economic order, the opportunity to make a living is basic to making a life. Without it, many other rights and opportunities can never be realized. Discrimination in employment depresses wages, curtails purchasing power, limits production and retards economic growth.

"Because the American industrial economy is becoming more complex tech-

nically, increased skills and training for workers are required. It is especially necessary, therefore, that Negro youth gain the opportunities to learn industrial and engineering skills. The concentration of Negro wage earners in semi-skilled and unskilled positions, because of the denial of adequate industrial training facilities, represents a grave danger not only to the Negro, but to the community, both Negro and white.

"For thousands of Negro workers it is too late. They have been denied their birthright of an equal opportunity for education. They lack the fundamental tools of the ABC's, to be able to profit by even the new retraining program, to say nothing of joining in new skills in the market today.

"The quality of opportunity to prepare to earn a living must be as consistent for Negro youth as it is for the white youth. The expectancy of the youth's performance as an adult citizen, with its attendant obligation, is no less; it must be no less than his white classmate's.

"His parents support all public institutions with their tax dollars. They pay the same price as their neighbors, but their children receive an inferior product. It is this imbalance that the 53rd Annual Convention, meeting in Atlanta, Georgia, last month, addressed and pointed out in one of its pertinent resolutions, part of which read:

"We must end the restrictions which stifle the technical and industrial capacities of individual Negroes and would prevent Negro youths' acquiring high-level skills. Ending the restrictions that prevent the admission of qualified Negroes into apprenticeship training programs and other forms of vocational training is vital for Negro youth.' That was part of the resolution.

Negroes Held Back by Lack of Training

"Now, ladies and gentlemen, to talk about training turns our attention to the schools. The continuing northward and westward migration of southern Negroes has intensified the problem of school segregation in non-Southern areas. Herded into already congested black ghettos, these migrants have too often been compelled to send their children to outmoded, neglected, understaffed and often double-shift schools. The number of pupils attending all-Negro schools in some of the major northern cities has come to exceed the number attending traditionally Jim Crow schools in many Southern cities.

"For the Negro, apprenticeship training is intimately related to the problems arising from de facto segregation in the public schools.

"A Negro child in California required to attend a so-called de facto segregated school suffers damage resulting in feelings of inferiority, lowered motivation, and inferior achievement. The elimination of segregation in the public schools then becomes a very important factor motivating Negro youth who want to prepare themselves for the apprenticeship program.

"We know that California has had some dramatic population changes during the past several decades, and a great deal is being said about the population explosion. But some of these are very dramatic, when we survey what has happened in the field of statistics as far as Negroes of this state are concerned.

"While the overall population of the state grew by 48.4 percent from 1950 to 1960, the Negro population grew by 91.7 percent. In 1960, there were 884,000 Negroes in California, and that makes six percent of the population, according to the '60 census. In 1940, there were only 124,000 Negroes in California, less than two percent of the overall population.

"Thousands of Negro youths are among this population. There is no reason to believe that the present rate of immigration of Negroes to California will decrease or cease in the decades ahead. Consequently, the NAACP and their historic allies must redouble their efforts to work out ways and means of preparing this segment of the population for citizenship. Certainly the apprenticeship program takes on added significance in this regard.

Equal Opportunity in Apprenticeship Is Vital

"The NAACP lauds the establishment of the statewide Committee for Equal Opportunity in Apprenticeship Training for Minority Groups, and recommends that this Committee continue to meet the challenge of full participation of Negro youth in this program. We commend also the San Francisco Labor Council for its forthright position regarding the de facto school segregation issue in San Francisco, and call upon all segments of the labor movement to understand the importance of this magnificent new dramatic thrust that will do so much to eliminate the inequities of education in our many communities.

"Just as the program for equal oppor

tunity for Negro youth is in its embryonic stage, so is the trade union movement short of reaching maturity in providing equal opportunity for the Negro. We commend the civil rights section of the labor movement in this regard, but we do call attention to the fact that we have just begun to fight. Again this year, in its annual convention, the NAACP passed many outstanding and supporting resolutions on labor. Again, they called for all of the strength of every unit of the organization to support democratic trade unions, and to support the principle of collective bargaining. Again they called for fighting to the finish any legislation that is brought up anywhere in this country on right to work.

NAACP Supports Trade Union Principles

"Certainly, we here—your President mentioned it when he introduced me—must never forget how the NAACP and labor and other democratic forces joined hands and fought down and defeated the reactionary proposition that appeared on our ballot, trying to absolutely nullify the gains of labor in this state by calling for the establishment of their right to work amendment.

"And then in the convention again, the NAACP called upon the units of the NAACP to understand their obligation and the principles and practices of collective bargaining, in order to protect the quality of their opportunity to earn a living.

"The NAACP called upon its branches to try to prevent the use of Negroes and other racial minorities for strikebreaking purposes during labor disputes.

"The NAACP also called in its resolutions for the support of migrant workers, and for legislation—for vigorous enforcement on all levels of government for this classification of workers. And certainly, then, we know that we are interested in the minimum wage, and one among the resolutions had to do with this.

"We know and you know that nothing is ever accomplished by wishful thinking; and regardless of the honorableness of the two parties concerned, a gentleman's agreement is not legally binding.

Unions Must Vigorously Oppose Discrimination

"We urge therefore that unions write into every collective bargaining agreement a section forbidding racial or religious discrimination in hiring, training, upgrading, transfer or promotion.

"We believe that the federal govern-

ment has a primary responsibility in this area, and we call upon the President's Committee on equal employment opportunity to move vigorously in enforcing compliance with the anti-discrimination provisions in all federal contracts under that executive order, 10925, as promulgated and put into operation by President Kennedy soon after the beginning of his administration.

"And certainly, of course, we know that it is not all a federal responsibility, and that we must, wherever possible, do what we can on a state and municipal level, likewise, to see that government-financed projects which provide, for instance, shelter for white laborers, be not withdrawn for Negroes.

Lack of Housing Affects Employment

"And so the NAACP has called upon the President to issue an Executive Order in the field of public housing, as he has done in employment, and we urge your support of this request to the President. Because to be without a place to live often means that workers cannot accept a position.

"Just a short time ago, some magnificent technicians went into an area of this state, not a southern state, but California—and were unable to accept employment because there was no place for them or their families to live.

"And unless we get this kind of supporting Executive Order from the President, we certainly cannot see an end to this kind of discrimination. To change these patterns of racial discrimination to conform to our constitutional rights, we need men and women with moral fiber to construct the legislation, and men and women with principle to insure compliance with these laws once they are enacted. The means to provide good legislation, and legislators, must be exercised by every citizen without restraint. It is the duty and the responsibility of every citizen to support his government, but the concomitant of this support must be the right to voice sanctions or censures to insure the right to vote. We call for vigorous enforcement of existing statutes by the Justice Department.

Voting Rights and Duties

"We are working continually to instruct Negro citizens regarding their voting rights and to encourage them to use these rights. Every year the NAACP sends to each of its branches the voting record of the candidates and these will be distrib-

uted within a few days. And we call upon our members, based on the civil rights records, their records on labor and their records on welfare legislation—but of course, the NAACP's responsibility is in the field of civil rights—we call upon them to do everything possible to defeat the foes of labor and of the NAACP's objectives in civil rights. And we call upon them to support the candidates that have stood for these programs.

"We will do everything humanly possible between now and the closing of registering in three weeks to register to vote and make qualified every eligible Negro that we can reach in the state of California. And then we will have our voter schools in order that we can instruct thousands of Negroes who do not know how to vote, because they've never had the opportunity of voting before, so that they will not go to the ballot box on election day and ruin their ballot, and so that they will not be uninformed.

"And certainly, my friends, we know—and the slogan of our voting campaign is—'A voteless people is a hopeless people.' And we know that this is true.

"You in the labor movement and all of the people in liberal causes throughout the land must understand that there's but one way for us to revolutionize and get our objectives in this country today, and that's to be registered to vote, to vote, and then to vote for the proper people.

"Yes, the inequities, my friends, are many, and we are faced with stubborn resistance which we have firmly resolved to overcome. The enemies of civil rights are the enemies of labor, and we are engaged in a common struggle. Organizations like the John Birch Society and others which were conceived in hate and thrive on distortion of our democratic goals, seek to deter us.

"The NAACP exhorts you, the men and women of organized labor, to complete the task you have begun; heed not the insidious maneuvering of the misguided; eradicate the stigma of discrimination from the American labor movement.

The Negro Will Wait No Longer

"The price for democracy in the United States must yield the same degree of freedom and equality of opportunity without reservations as to religion, race, or national origin for every citizen—man, woman and child—who is nurtured by this soil. Today the price paid by the Negro for freedom and equality is not right, but the Negro cannot wait until to-

morrow. The price must change, my friends, today.

"And certainly, you here in this great movement have a magnificent opportunity today to make many of the gains, to wipe out the inequalities that I have spoken about. You have an opportunity to take off the pages of your resolutions the high sounding and magnificent democratic phrases and make them a living reality in your local unions.

"Certainly we have done a lot, but we have so far to go, and the time is very short. I say to you: The NAACP pledges anew its full support for labor, and we confidently look to the future when we will not have to have a Civil Rights Division of any labor movement, and when the NAACP will be able to go out of business.

"But, my friends, woe unto us if the NAACP, before this objective is reached, does go out of business, or if we are robbed of our right to protest.

"And remember, my friends, that the meaning of a sitdown and the meaning of pickets for civil rights is the same for democracy as the men, the pickets and the banners that are before a restaurant in this very city. And we must fight to open all the avenues under the Constitution that are our right of protest.

"When I came back from Atlanta, Georgia, just the other week, after walking up and down in front of the hotels picketing in Atlanta, in the sun and the thunderstorms, people said—we went through Albany, Georgia — they wanted to know, 'Why don't Martin Luther King and others of you people stop?'

"We are making progress, my friends. These are the voices that we are hearing in the South. Let's don't hear them here. And I say to you: it is as simple as this. We will stop, and there will be no need for this activity when the full citizenship rights of all people, Jew and Gentile, Protestant and Catholic, Negro and all kinds of other minority groups are guaranteed. I say to you, accept all of the talents of your black and brown and yellow brothers and sisters in this great movement.

"I wish you Godspeed."

Delegate Arthur E. Green, County Employees No. 434, Los Angeles, proposed that the convention adopt a resolution commending Mrs. Pittman and endorsing the stands taken by the NAACP in California during the last decade.

Pointing out that resolutions could be

presented to the convention only under the convention's rules, President Gruhn referred Delegate Green to the policy statement on civil rights adopted by the convention.

Louis Levine

**Director, Employment Service,
U. S. Department of Labor**

President Gruhn introduced Louis Levine, Director of Employment Service, U. S. Department of Labor, who delivered the following address:

"Distinguished officials, delegates and guests of the California Labor Federation.

"I know that you have a very crowded agenda, that you have had a very full program throughout this week, and so I will try to make my remarks as brief as possible.

"The main purpose of my appearance here today is to discuss with you one aspect of a subject in which you have a deep and vital interest. Important as it is today, it will continue to become even more important in the years ahead.

"You just heard some outstanding remarks with regard to the importance of a human resource and its full utilization without discrimination in the talk that was made by Mrs. Pittman. I want to say to you that we in the United States Employment Service and in the State Employment Services throughout the country are aware of the fact that we are engaged in a problem that confronts us today that is vital to the survival of this nation. I am talking about the importance of our human resources.

Technical Training and Economic Wellbeing

"It is a strange commentary on this great nation, founded as it was on the notion of liberty and the importance of the individual, that we come only lately to recognize how significant skill and technical know-how are to our economic wellbeing; how important they are to our role of world leadership and, indeed, to whether we can succeed in demolishing ideologies that threaten us and our way of life.

"In the last 10 to 12 years this nation has witnessed economic changes, technical advances, scientific advances of such far-reaching character as none of us is able to assess today. As a consequence we have been confronted with recession after recession—in a brief period of time, four such recessions — hitting major industries and major sections of the coun-

try, giving rise to chronic unemployment and persistent unemployment in what economists now refer to as 'technical unemployment'; giving rise to increasing recognition of the importance of skill development, of education and training for all segments of our work force.

"I would like to say to you that within the last two years there has been more recognition given to the economic significance of our human resources through legislation, through economic programs than we have perhaps ever had before in such a brief period of time.

"The Area Redevelopment Act, designed to work for federal and state cooperation for localities having high-level unemployment, to provide for training and retraining, and the recently enacted Manpower Development and Training Act in which this state is about to engage (indeed, the Governor was here yesterday signing such an agreement) are other long steps forward in arranging to be sure that our skill levels will be improved; that training and retraining of our work force will take place.

"There are now pending in the Congress legislation with respect to youth employment opportunities and standby legislation with respect to public works and public works programs for areas having large-scale unemployment. Indeed, there are many measures bearing on our human resource utilization program in which we require your assistance and your help.

Analysis of Skill Requirements

"This is particularly important to us in the public employment offices. Here on this very floor this afternoon you had a resolution involving the problem of private fee-charging agencies and their implications for people seeking employment. This problem exists on many fronts and in many localities. I am here, therefore, to say to you that we in the public employment service are dedicated to the proposition that we will work in each locality to bring to bear our specialized knowledge of the labor market, of the problems of employment and unemployment, to work with the schools and the vocational education people and, above all, to work with people in organized labor who can indicate to us where skills are becoming obsolete, where new skills are emerging, where new requirements in the job market require better preparation of the work force for its most effective utilization.

"Thank you very much."

Sam Eubanks

Chief of Technical Assistance, Bureau of Labor-Management Reports, U. S. Department of Labor

President Gruhn then introduced Sam Eubanks, a former Vice President at Large of the California Labor Federation, and presently Chief of Technical Assistance, Bureau of Labor Management Reports, U. S. Department of Labor, Washington, D. C.

Sam Eubanks spoke briefly to the delegates:

"Thank you, Al, and Secretary Pitts.

"I resigned as a vice president of this organization two months ago, having been honored to serve in that capacity since the merger. I did it reluctantly, as I was reluctant to sever connections with my own organization in which I had been an officer for 20 years. I did it with the conviction, however, that in my position in the Department of Labor I would be able to continue to be of some service to organized workers in this country.

"It is a great pleasure to be given this minute to say 'Thank you' to you and to the officers of this organization for having been permitted to be a part of it for several years. And I hope that I shall again be able to visit occasionally with the many people that I have known and worked with for such a long time. Thank you."

Glenn B. Vance

State Fire Marshal, State of California

President Gruhn, next introduced Glenn B. Vance, the State Fire Marshal of California and member of the AFL-CIO Fire Fighters who greeted the delegates briefly.

Randy's Frozen Food Processing Company and Chip Steak Company of Oakland—Unfair

Special privilege was extended to Vice President Osslo to make the following announcement:

"This is a matter of great importance to Local No. 120 of the Amalgamated Meat Cutters and Butcher Workmen of North America, Oakland.

"This concerns strike action that we have been forced to take against Randy's Frozen Food Processing Company and against the Chip Steak Company of Oakland.

"This now has become a labor union

fight. They are on the official 'Unfair' list of the Alameda Central Labor Council.

"A few days ago, in the last negotiations that were held, the employer absolutely refused to negotiate, to bargain collectively. We have therefore filed unfair labor practices charges against the Chip Steak Company of Oakland and Randy's Frozen Meats.

"We are asking your cooperation in regard to these products, which are distributed throughout this state. In particular, Randy's Frozen Food Processing Company sells to the various armed forces. We would like to have all the cooperation that we can get in straightening this situation out.

"These companies are now engaged in union-busting tactics. This presents a very acute situation in a very highly industrialized area, and we would like to have your support."

Sigmund Arywitz

California Labor Commissioner

President Gruhn next presented Sigmund Arywitz, California Labor Commissioner, who addressed the convention as follows:

"I would like you to know that it is always a delightful experience for me to speak to the convention and to be present to the convention I feel that I am home again and that I am spending a week with the family with which I grew up. And this is something that I hope that I have the opportunity to do many times in the future.

Progress Report of Division of Labor Law Enforcement

"Now, I am going to spend some time giving you what I would consider a progress report of the Division of Labor Law Enforcement. And I would begin by pointing out that California's labor laws are the best overall in the nation and they do have teeth. But in the past three and a half years, in addition to those teeth in the laws it has been our goal to put some bite into the enforcement of the laws. And I believe that we have succeeded in doing this.

"Now, as you know, economic activity is increasing in this state all of the time. The work force is going up, the population is continuing to increase, and we manage to keep busy.

"Now, briefly, since the 1st of January, 1959, up to the 30th of June, '62 our divi-

sion in its 18 offices has handled 160,000 cases. Of these, 125,000 were claims for unpaid wages, and we have been successful in collecting over \$9.5 million in wages that employers would have held back but were forced through our activity to pay to their employees. And this is not only better than any other state in the nation has done, but this is better than all of the other states in the nation put together. And this is a record of which we are very proud.

"And I would like to tell you that it is not an easy matter. We just don't say 'Pay up' and they pay up. We have had to do a lot of things.

Many Ways to Collect Unpaid Wages

"For instance, we have to slap liens on property; we have to attach bank accounts; and when the taxing authorities are also after them, we have to have a foot race to the bank with the tax people to see who gets there first and grabs onto the money.

"Some of you delegates here have had some personal experience of a case up in Eureka about a year ago where we sat on some lumber. A sawmill was going broke. They had some lumber, and we sat there. We had \$50,000 in claims, and we said: 'We don't care if we are here until this is a petrified forest. We're going to get that \$50,000.' And we did.

"And we don't have only the big cases, because there is one that I was thinking of that we settled by getting the claimant a cow and a wedding ring from his employer. And he was satisfied.

"Another interesting case that we have had recently was where an heiress was involved in a will contest. We had claims for about \$5,000.

"She said: 'Well, I want to pay it, but until this contest is over, I can't do it. I need some money to settle it.'

"We helped her get a loan of a million dollars to settle that will contest, and we got the \$5,000 for the workers.

"I think some of you have been to some auctions where we have auctioned off trucks and automobiles to pay the claims. And there is something doing right now. If anybody knows a buyer for 5,000 cases of very good canned peaches, we're holding them on a \$22,000 claim that we are trying to settle right now. And after we have sold the peaches, there are a few other things that we are going to be selling there. And we have the sheriff in the place counting the things as they come off

the line to make sure that this claim, too, gets settled.

"But we are involved in not only civil actions in the collections of wages, but every now and then we get involved in a criminal action. In fact, in the last period we have had about three thousand of these prosecutions. And one of the things that has also been important to us: it seems that many people in the state of California have been under the impression that the labor laws are a nice statement of policy, that it is good to pay workers wages, it is good to observe the laws, but they really don't have to be taken seriously; nothing will happen if you violate them.

"Well, we happen to think in our division that a man, an employer, who has the money to pay his wages and wilfully doesn't is a criminal. And we're going to treat him like such and we're going to prosecute him and exert the full penalty of the law in satisfaction of the wage claims against him.

Our Work Benefits the Fair Employers

"Now, this is in no way to be construed as some hostility to employers. Very often I speak to employer groups and they ask me: 'Well, what do you do for us?' You talk about what you do for the workers.'

"Our answer is: what we do for the employers is that we see to it that they are treated fairly, we see to it that they are not the victims of the unfair competition of unscrupulous employers who would try to get an edge on them by taking advantage of their workers in violation of the labor laws. And this we do for the employers.

Legislation to Protect Workers' Pay

"In the course of the last three years there have been substantial improvements. We have gotten some important legislation passed. There has been an increase in the priority of wages in the event of attachment or the death of the employer. Where it used to be \$600 we have gotten it increased to \$900.

"We have for the first time established a priority of all wages earned within 90 days prior to the sale of a business in escrow, so that these wages must be paid out of the proceeds of the sale before any other bills can be paid.

"And we have tried (and I am going to talk to you for just a second about this) to do something about a special problem in arbitration. All of the contracts just about have clauses calling for arbitration.

But you are aware that in practical terms very often the arbitration is costly and the amount involved in a claim is small. And we have had experience where a worker did not get what he ought to have because of the problems of arbitration.

"We have tried to take those claims, and the courts threw us out by saying that as long as arbitration was there, the case, the grievance had to go to arbitration first. And so legislation was introduced stating that in these kinds of wage claims we could handle them without regard to the agreement to arbitrate. But then this got amended and it said, 'Except where the dispute involved the interpretation or application of the agreement.' And so we are now in a sort of never-never land. We feel that we should be able to take a case where the only thing at issue is facts and handle it without the problem of going through the expense of arbitration if you don't want to go to arbitration.

"And we are taking such claims and we are processing them and doing our best with them; and many of you here are aware of certain successes that we have had.

"Now, there have been also some important judicial decisions involved as amicus curiae (that means "friends of the court," not "friend of the lawyers") in a case where the Supreme Court has upheld and strengthened our position on payment of wages conceded due. Where the employer wants to say 'paid in full,' this doesn't go any more—and there is no question about that. We have strengthened the interpretation of substantial performance of work, so that a worker who did not complete a full year because of the employer's going out of business of moving or letting him go is still entitled to his vacation pay. We have established that when a worker is fired for refusal to take a lie detector test, this is an unjust cause for firing, and he cannot be deprived of any of his rights or benefits that he would have been deprived of if there were just cause for firing.

"And importantly, we have been a party to upholding and strengthening the prohibition against deduction from wages for shortages or loss or breakage of tools. And you will be interested to know in line with this that right now we have a criminal complaint against one of the biggest aircraft manufacturers in California because they deducted \$4.30 from a worker because he lost the soldering-iron. And we are going to process this complaint and we are going to see it

through. They are ready to give the money, but we are going to see whether they can with impunity do this.

Child Labor Laws Still Needed

"There are a number of other areas in which we are involved. One is the enforcement of the child labor laws. I want to say on this only that the enemies of labor, the enemies of civil rights, the same lousy crowd that wants to turn the clock back, that cannot stand to see working people, cannot stand to see people who were not born in great wealth enjoy anything in life, are saying, 'Well, the 10-year-old kids are no longer working in the mines, and so we don't need the child labor laws any more.'

"Well, I would just like to tell you that we do need the child labor laws. We see violations all the time, and we try to stem those violations. We are concerned with protecting the kids at work. We are not interested in preventing them from working, but in protecting their health, protecting their education, protecting their morals, protecting them from exploitation. And with the help of the labor movement we will continue in this campaign without regard to the efforts of those people who wish to destroy the child labor laws.

Regulation of Employment Agencies

"You probably are aware also that we enforce the laws regulating the employment agencies. And all I can say about them is that when I think about what they think of me, I only need have a daisy because all the petals are marked 'they love me not.'

"I am sorry you applauded this, because I want to be loved and I don't know why they don't, because all I am after is the crooks. I think that a worker who is looking for a job is at his most vulnerable. This is the man who is most subject to abuse, because he is hungry. And I don't want to see the employment agencies take advantage of them, and I am after only those who do.

"At the last convention I reported about a problem that we had with the abuses of agencies who were bringing workers from overseas. We have very substantially taken care of those abuses, and I can tell you that a lot of those agencies that were in business then no longer have licenses—and we haven't seen the end of the road on this yet, because this is a continuing problem.

Checking Farm Labor Contractors

"I would like to mention briefly for one moment the question of the regulation of farm labor contractors. This is important to a great many of you. We have to have people down at the slave markets at 3:00 and 4:00 o'clock in the morning to watch the recruiting. We have to keep a constant vigilance in regulating them. And we find that most of them do try to cooperate, but you know that temptation to turn a fast buck is a very heavy one, and it keeps our investigators on our toes, helping the farm labor contractors to resist that temptation.

"Now, you may have gotten the idea that I am standing up here being somewhat immodest, talking about what I have done, though I have said 'we.' I would like to give credit to my staff. I have a large staff of dedicated people who believe in what they do. Most of them have come from the labor movement. Most of them work much harder than they ought to be called upon to work, but they do it because they believe in what they are doing. And they are happy and I am happy, and it's awfully cheap to take this opportunity to give them credit.

"But there is another area where credit goes, and I would like to mention this.

Importance of Governor Brown's Support

"Now, you have heard about the achievements of the Brown Administration. You have heard the great Governor who has done such a tremendous job himself. But one of the things that people don't realize is that an administration creates an atmosphere in which you work, and I would like to say that the atmosphere of the Brown Administration has made these achievements possible.

"First of all, we know that he demands performance. We know that we are supposed to deliver and we are expected to deliver, and we are going to hear from the Governor if we don't deliver. But most important of all we know that as long as we are doing our job and doing it right, we are going to have the backing from the Governor and nobody has to worry about ducking and staying out of trouble. We'll get into trouble if we have to, to do our job, and we know that Governor Brown is behind us as long as we are doing our job.

"Now yesterday, Jack Henning very eloquently and very movingly talked about the idealistic motivations of the labor movement, and it would be presumptuous

for me to try to enlarge on this or to go beyond. But I would like to point out that the enemies of the labor movement have dedicated themselves to our destruction. Not only because they want to reduce their cost of production, but because they are worried about labor as a social force. They are worried about the power of labor to put its numbers, to put its resources, to put its know-how on the side of liberalism, on the side of social advance. And so they want to cut us down so that this power is not there. And the one place that they think that they can do it is to cut us off at the political pockets. And this is why you hear the fulminations about labor's political power, why there is always some proposed legislation in Congress to cut this, to reduce us to weakness because of what we have been doing. And the only answer to them, brothers and sisters, is to engage in political activity, and more political activity, and more and more and more. We'll give it to them until it comes out of their ears, until they no longer have the power to stand up and try to cut us down, to where they recognize the labor movement is a great and progressive force and they know that it is here to stay and they might as well give up trying.

"This doesn't happen by wishing. This happens by working. And we have got to recognize that our political activity is an unremitting thing; it is an unrelaxing thing. We cannot give up, we cannot stop, we cannot take a rest. Our enemies aren't resting. And unless we are going to stand by while they beat us, we are going to have to do more than we have done before.

"I would like to say that it is a tremendous pleasure and it has been an inspiration to talk to you, and I hope that I see you again very soon. Thank you."

Presentation of William F. Patterson Memorial Award

President Gruhn introduced James C. Coulter, Area Supervisor, Bureau of Apprenticeship and Training, U. S. Department of Labor, to present the William F. Patterson Memorial Award.

**James C. Coulter, Area Supervisor,
Bureau of Apprenticeship and Training,
U. S. Department of Labor**

Because of press of convention business, Mr. Coulter spoke very briefly, merely telling what the award signified, presenting it, and introducing recipients,

committee members, and apprenticeship supervisors.

The award was made to the Carpet, Linoleum and Soft Tile Layers' Joint Apprenticeship Committee, of Los Angeles, Orange, Ventura, Riverside, and San Bernardino Counties, and the southern part of Kern.

Mr. Coulter read the following inscription:

"William F. Patterson Memorial Award, 1962, Los Angeles Area Floor Covering Joint Apprentice Committee, Los Angeles, California, in recognition of program excellence."

Dexter Hemeon, secretary of the committee, accepted the trophy in these words:

"Mr. Chairman and guests. Our chairman of the committee, Max Weddle, an employer representative, was to accept this award, but since he couldn't remain here I have received it for the committee.

"I do want to stress that this committee and its program are only as good as they are because of all of the work that has been put into it over a period of years through the time and energies of many committee members many of whom are not here to participate in the ceremony. Also the splendid cooperation and assistance that we have from the Division of Apprenticeship Standards have helped us to attain this position. And we hope to go forward to even a better spot at some time in the future.

"Thank you."

Mr. Coulter then introduced the following: Keith Rosebrough, the one employer representative who was present; Al Stewart, a labor member of the committee, and Ray Maley and Earl Ewins, Jr., representing the union. Also presented were Ed Rosenberg, Apprentice Consultant from the Division of Apprentice Standards of the State of California; and Ralph C. Dutter, Apprenticeship Coordinator; Morris E. Skinner, State Supervisor of Bureau of Apprenticeship and Training; Theodore Timpone, Area Supervisor of California Division of Apprenticeship Standards; Harry Simonds, Supervisor, Apprentice Education, Los Angeles City Schools; Elmer Campbell, President, Carpet and Linoleum and Soft Tile Union 1247, Los Angeles; Dean Humphrey, President, Harbor Floor-Covering Institute, Incorporated, representing four employer associations; and Charles Marsh, Vice Chairman, California Apprenticeship Council, and Secretary of District Council of Painters.

Text of Mr. Coulter's Prepared Address

The full text of Mr. Coulter's prepared speech is inserted for the record.

"Mr. President, Secretary Pitts, ladies and gentlemen. I have the honor of being designated to represent Arthur J. Goldberg, Secretary of Labor, and Edward E. Goshen, Director of Bureau of Apprenticeship & Training to make an award to the winner of the Patterson Memorial Award to one of our joint apprenticeship committees in Southern California. This award is a memorial to the late William F. Patterson. Both Secretary Goldberg and Director Goshen would like to have been here today; however, there are some important meetings on apprenticeship taking place in Washington this week. There is a large meeting, consisting of employers and labor representatives and other governmental agencies gathering to celebrate the 25th anniversary of the Federal Apprenticeship Act. Also, the Federal Committee on Apprenticeship is meeting this week. There are, in addition to these meetings, other important activities in apprenticeship. President Kennedy has proclaimed the month of August, 1962, as Apprenticeship Month. There will be issued on August 31st a U. S. apprenticeship postage stamp. I should like to urge all of you to purchase the postage stamp to help publicize apprenticeship. All of these activities make it quite appropriate that we make the presentation at this time.

"I think it is most fitting to make the presentation before the California Federation delegates assembled at this convention. While it is true that there are many thousands of employers throughout the nation who sponsor and participate in apprenticeship, I am sure it is safe to say that by and large the greater support for apprenticeship comes from organized trade unions, and there are more assembled in this convention who are interested in apprenticeship than probably any other audience in the region.

Origin of Patterson Memorial Award

"Friends and associates of Mr. Patterson have established a memorial to his memory and to the important mission of his life — apprenticeship. Mr. Patterson, known to many as the father of modern apprenticeship in the United States, went to his last resting place on October 31, 1959, at the age of 61.

"International unions and employer associations established the Patterson

Memorial Award for two purposes: 1. To memorialize the life and work of William F. Patterson by recognizing the excellence in the organization and operation of apprenticeship programs on behalf of apprentices. 2. To improve apprenticeship programs through the awarding of recognition to the sponsors of an apprenticeship program in each region of the Bureau of Apprenticeship & Training.

"Mr. Patterson will long be remembered in industry for his effective work in developing employer-labor cooperation in the training of apprentices. He promoted the idea of national joint apprenticeship standards for the many apprenticeable trades. He promoted the idea that joint apprenticeship committees having a considerable number of apprentices under their jurisdiction should employ supervisors or apprentice coordinators to see that apprentices are properly trained and the policies of the Joint Apprenticeship Committees are carried out.

"Pat,' as he was known to many, carried his message to hundreds of employer and labor conferences. He organized what is now the Bureau of Apprenticeship and Training of the U. S. Department of Labor and trained a staff of several hundred people to carry out his mission.

"Mr. Patterson as Chief of his Bureau for over twenty years, established 7,800 joint apprenticeship committees with approximately 46,800 employer and labor members. 20 international unions and their counterpart employer associations developed national apprenticeship standards, and 27 states, the District of Columbia and Puerto Rico developed active apprenticeship agencies. Most important of all, thousands of men who became journeymen through apprenticeship received better training because of Pat's work.

"Pat's associates and friends felt no memorial would be suitable which did not seek to further the work to which he devoted his life. The William F. Patterson Memorial Committee decided that nothing could have pleased Pat so much as a means for encouraging excellence in the operation of apprenticeship programs.

"All sponsors of apprenticeship and joint apprenticeship committees had an opportunity to apply, or be nominated, for the award. There were many in the region covering the states of California, Arizona, Nevada and Hawaii nominated for the award.

Criteria for Determining Winner

"The criteria in determining the winner were as follows:

"1. Number of apprentice jobs available subject to the jurisdiction of the program sponsor (current).

"2. Number of apprentices actually employed (current).

"3. Percentage of apprentices to complete their apprenticeship.

"4. Percentage of apprentices to complete prescribed course in related instruction.

"5. Description of how on-the-job training is conducted (current).

"6. Description of method used for evaluating the apprentices' progress (current).

"7. Examples of all records used in the operation of the program (current).

"8. A statement on the method used in supervising the program (current).

"9. A statement on the benefits apprentices derived from the program.

"10. A copy of the program, including any written policy decisions concerning program administration.

"11. A statement that apprentices will be selected on the basis of qualifications without regard to race, color, creed or national origin.

"The winner of the award came more nearly meeting all of the criteria than the many other programs that were considered. I understand, however, that there were such a large number of good programs nominated that it made it difficult for the committee to choose the winner. There was a labor-management committee in the region that first considered all nominations and recommended a list of five to a national labor-management committee who made the final choice. The national committee consisted of C. J. Haggerty, President, Building Trades Department, AFL-CIO, and James A. Brownlow, President, Metal Trades Department, AFL-CIO, representing labor, and Gerald A. Walsh, Secretary, Union Employees Section, Printing Industry of America, and William E. Dunn, Director, Associated General Contractors of America, representing management. Today we are pleased to announce the winner—"The Carpet, Linoleum & Soft Tile Layers' Joint Apprenticeship Committee,' covering the counties of Los Angeles, Orange, Riverside, San Bernardino, Ventura and the southern portion of Kern.

Highlights of Winning Program

"In addition to the general criteria, I shall point out just a few of the highlights of the Carpet Linoleum program:

"(a) There is good cooperation between the employers and the union.

"(b) There are approximately 125 employers employing 250 apprentices.

"(c) The industry employs a full time Apprentice Coordinator paid from monies contributed by the employers.

"(d) All apprentices are enrolled in related instruction classes; class attendance is enforced.

"(e) Close attention is given to on-the-job training to the end that all apprentices receive diversified training—when necessary transferred from one employer to another.

"There are a great many people and organizations interested in the promotion and operation of apprenticeship systems. These consist of management and labor, State and Federal governments and the public schools.

"There are several people assembled here on the rostrum to pay tribute and congratulate the winner of this most important trophy.

Arthur J. Goldberg Sends Congratulations

"I shall read to you a letter addressed to the Committee signed by Arthur J. Goldberg.

"Los Angeles Area Floor Covering

Joint Apprenticeship Committee

Los Angeles, California

"Gentlemen:

"Please accept my warm congratulations on receiving the William F. Patterson Memorial Award for Apprenticeship Program Excellence. You have been signally honored by having your apprenticeship program chosen by a national labor-management committee for this honor.

"Mr. Patterson, who died in 1959, was recognized nationally for his work in apprenticeship. He served for more than 20 years as Director of the Labor Department's Bureau of Apprenticeship and Training. The Patterson Memorial is a tribute to his efforts to provide our youth earning and advancement opportunities through apprenticeship.

"Today, more than ever before, training manpower is the insurance in which we must invest to assure our country's future, both in terms of economic growth

and national defense. It is to forward looking management such as yours, which sponsor apprenticeship programs, that we in the Labor Department owe a debt of gratitude.

"The Bureau of Apprenticeship and Training will make arrangements for a suitable presentation of the Patterson Memorial Trophy.

"Yours sincerely,

"(Signed) Arthur J. Goldberg
Secretary of Labor"

Report of Election Board

Chairman James H. Blackburn of the Election Board, reported the results of the election, as follows:

Total vote: 593 ballots cast.

For Office D, Julian D. Evans: 64,589; Herbert Wilson: 336,838. For Office G, George D. Kelly: 66,353; Emmett "Pat" O'Malley: 349,771. 11 void ballots. (See pp. 450-71 for Tabulation of Votes.)

Chairman Blackburn stated that the report was signed by the members of the Election Board, whom he thanked and congratulated for an excellent job.

President Gruhn then announced:

"Based upon the report of the committee, the Chairman now declares Herbert Wilson elected to the position of Vice President at Large, Office D, and E. P. O'Malley elected to the office of Vice President at Large, Office G."

Bryan P. Deavers

President, State Building and
Construction Trades Council
of California

Secretary Pitts then announced that Bryan P. Deavers, President, State Building and Construction Trades Council of California, was presenting for the record the prepared text of his scheduled speech which follows:

"President Al Gruhn, Secretary Treasurer Pitts, distinguished guests and delegates to the 4th Convention of the California Labor Federation.

"It is always a pleasure to have the opportunity to bring to you the official greetings and best wishes of the officers and executive board members of the State Building and Construction Trades Council of California.

"At the 41st convention of our State Building Trades Council held four weeks ago in San Francisco, the executive board and delegates gave me a mandate to express their feeling on three matters.

Building Trades Policy on Legislation

"First, the convention adopted a declaration of policy dealing with legislation.

"1. All proposed legislation specifically affecting the building and construction trades industry and tradesmen in California proposed to the State Building and Construction Trades Council of California be controlled by the State Building and Construction Trades Council of California.

"2. That all proposed legislation not included in No. 1 above, of general interest to organized labor and its members in California, submitted to and accepted by the State Building and Construction Trades Council of California, be referred to the California Labor Federation for appropriate action.

"3. That the policy of supporting the legislative efforts of the California Labor Federation be continued.

"4. That the policy of requesting the support of the California Labor Federation for building and construction trades legislation be continued.

"5. The executive board authorize the legislative committee, under its direction, to investigate for the purpose of proposing legislation such building and construction trades legislative problems that the executive board deems necessary.

"6. That the executive board be given full power to act with respect to legislation affecting the building and construction industry in California.

"Now the reasons for such policy are many, but the chief reason is to give us the opportunity wherever necessary to agree to amendments or changes in order to get the prime intent of the bill passed. In previous years we could not do this. Why? Because the bill was not our property but rather that of the California Labor Federation. On several occasions we lost bills because we were not able to negotiate changes. Then too, we wish to choose the legislators who will carry our bills. People have talked of cases where bills were lost in the assembly because the assemblyman who was given the honor of presenting same was disliked by other assemblymen to the point where as high as 20 out of the 80 votes were lost before the bill hit the floor. We intend to choose the legislators either in the assembly or the senate regardless of their political affiliation. One of our supposed Democratic friends fumbled on one of our bills at the last legislative session only to have another assemblyman from Southern California introduce a similar bill with only a

very few changes and have it go through unscathed on the consent calendar.

"You will note that this year we have sent in 8 resolutions only that will require action by the California Labor Federation.

"These resolutions deal with labor as a whole and are not confined to conditions pertaining only to building tradesmen. In 1960 we presented the California Labor Federation with 61 resolutions, including of course, those affecting our people. We believe it to be only fitting and proper that we take on the job of preparing our legislation and the searching for proper legislators to present the bills peculiar to building tradesmen. We intend to shoulder that responsibility. Later you will find us calling upon you, Secretary Pitts, and you, President Gruhn, for assistance in the support of such bills. We know that we will get that support.

Service on Labor Committees

"Second, our people are unhappy because of the aversion of legislators in California to accept appointments to Labor Committees. In 1961 only one Senator from a metropolitan area accepted an appointment to this committee. Senator Rodda of Sacramento was that man. All others from metropolitan areas, including Senator Richards, stayed away. We had farmers and ranchers on that committee. I am now suggesting that each of you from highly populated areas insist that the man of your choice for senator agree to place the labor committee among the first three committee choices that will appear on the board he fills out at the start of his term. I hope you do the same with the assemblymen except that committee is known as the Industrial Relations Committee.

"This requisite should be a standard question for all labor groups. When interviewing candidates wishing to become state legislators, if they seek labor's help, they surely should be willing to serve us in a position where such service would really be helpful. Which would of course be on those committees dealing with labor problems.

Support Proposition 1A

"Third, our convention adopted a resolution endorsing Proposition 1A, which developed because of a special session of our state legislature, called by our good Governor Brown.

"At our recent primary election, Proposition No. 3 was defeated. Proposition 3

was the Construction Bond Act. Maybe that particular bill asked for things that you opposed. I don't know, but I do know that most of us did not expect much organized opposition to the bill. But Proposition 3 did lose.

"Proposition 1A provides for the selling of general obligation bonds in the amount of \$270 million to provide state colleges, junior colleges and universities with facilities, to provide facilities to care for mentally retarded and mentally ill, and to provide narcotics control, correctional and forest fire facilities.

"Let us see that Proposition 1A does not meet the same fate as Proposition 3 did in June.

"In conclusion, I wish to remind you of these three things:

"1. I have explained our reasons to you for adopting our declaration of policy dealing with legislation and our intention to ask for assistance at a later date.

"2. Pressure the legislators of your choice to serve on labor committees.

"3. Support the passage of Proposition 1A in the coming general election.

"Thanks for the opportunity of appearing here and for the privilege of addressing this delegation."

Alan Cranston

Controller, State of California

President Gruhn then presented Alan Cranston, State Controller, who spoke briefly:

"I was delighted that our hearing recessed in Sacramento in time for me to

fly down and get here before you adjourned.

"I know that it is late, and I want to make my speech short and sweet, as Brother Deavers did.

"Let me just say that I had your endorsement when I ran for this office in 1958, and I know that I would not now be State Controller had you not done for me what you did in the campaign in 1958. I will never forget that, and I will be everlastingly grateful.

"I am very proud that now that I am seeking re-election I have your endorsement based upon my record in the office of State Controller; and I know again that your help is vital. I look forward to working with you in this very important election and in the years before us in California. For in the month of November, the very same time that the election is being held, we will pass New York to become the No. 1 state in our nation in terms of population."

"We have the opportunity to do so much together, not only to improve our life in California, but through our great and growing strength in our nation and our voice in national affairs, to do all we can together on the national scene, and through our nation on the world scene.

"Thank you very much. Work hard in this election. Thanks a million times."

Adjournment

On motion by Secretary Pitts, duly seconded, the convention was adjourned at 5:00 p.m., to reconvene at 9:30 a.m. on Friday, August 24, 1962.

PROCEEDINGS OF
FIFTH DAY
Friday, August 24, 1962
MORNING SESSION

The convention was called to order by President Gruhn at 9:48 a.m.

Invocation

President Gruhn introduced the Reverend John G. Simmons, President, San Fernando Valley Lutheran Hospital Association, who gave the following invocation:

**Reverend John G. Simmons, President,
San Fernando Valley Lutheran
Hospital Association**

"Great is the Lord and greatly to be praised in the City of our God in the mountain of His Holiness.

"We pause as we begin another day of Thy business through these Thy servants. Remind ourselves that we are here to follow Thy commands as we are led to see them; to be strengthened by Thy purposes for the leadership which we extend to others; to be aware that we seek to be mastered by Thee that we may serve others.

"Grant by whatever name we approach Thee we may be found of Thee, thus to be able to serve Thee. Grant that we may not escape from life in our worship, but that our worship and our work may be one. Grant that we may not be aimless in our purposes, but have a sure sense of the direction in which Thou would have us go. Grant that the anxiety of the world of people searching for life and liberty and the pursuit of happiness may stimulate us who are so benefited by what we have received from others, what we seek to hand on to our children, that we may not be dulled or insensitive to their cries for this which we enjoy.

"Move us to a divine discontent with things as they are; the faith and the wisdom and the courage to move toward that moment when all Thy children shall enjoy the fruits of Thy earth. Remind us of our responsibilities as citizens in this free society that both within and without, we may be vigilant about Thy business for Thy children. Grant strength, we beseech Thee this day, to the President, to the Congress, to the Governor and the legislature of this state, and to all who are in authority over us, that we may live

a life well pleasing to Thee and serviceable to all Thy children.

"Grant that this day what we do here may be meaningful to those we serve. This prayer we offer in the name of Him Who came not to be served but to serve."

Local Picket Lines

Delegate Rosario Alario, Barbers No. 573, Santa Monica, protested against patronizing of picketed restaurants by Long Beach City policemen. The chairman said that Vice President Callahan had already contacted the proper authorities to prevent recurrence of such incidents.

Delegate Gunnar Benonys, Carpenters No. 36, Oakland, protested the crossing of local picket lines by U. S. naval personnel. President Gruhn assured the delegates that local labor officials would take proper steps to handle this situation.

Report of Committee on Resolutions

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

Resolution No. 9—"Plumber's Certificate of Qualification."

The committee report:

"The face of this resolution, and particularly the fourth Whereas, shows that it involves a matter of jurisdiction concerning which this Federation is prohibited from becoming involved.

"Your committee accordingly recommends nonconcurrence in Resolution No. 9."

The committee's recommendation was adopted.

Resolution No. 38 — "'Runaway' Production of Motion Pictures."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 81 — "Federation TV Program."

The committee report:

"While your committee is sympathetic with respect to the development of a pro-

gram along the lines outlined in this resolution, your committee believes that it requires extensive study and planning and accordingly believes that this could best be handled by the incoming Executive Council.

"In this regard, your committee wishes to note that with respect to the second Resolved, this would require a specific amendment to the constitution, and in view of the finances involved should the Executive Council believe the program is desirable, it would be in the best position to recommend specific changes in the per capita tax to finance the program.

"Accordingly, your committee recommends that **Resolution No. 81** be filed and the subject matter be referred to your incoming Executive Council for study and action."

The committee's recommendation was adopted.

Resolution No. 106 — "Safety Equipment for Coaches."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 109 — "Disapprove Subsidy of Foreign Motion Pictures."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 123 — "Support Equal Pay for Equal Work."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 150 — "Representation on Committees Governing Labor Legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 161 — "National Daily and Sunday Labor Press."

The committee report:

"While your committee is in firm support of the constant development and improvement of the labor press, it was the finding of your committee that the program outlined in this resolution is completely impractical; accordingly your committee recommends nonconcurrence."

The committee's recommendation was adopted.

Resolution No. 162 — "U.S. Monetary System."

The committee report:

"The subject matter of this resolution has been previously before conventions of this Federation, and although your committee is sympathetic to the necessary improvements in the financial affairs of our country, your committee cannot agree that the program outlined in this resolution is feasible or desirable.

"Your committee accordingly recommends nonconcurrence."

Delegate Harlan Savage, Oil Chemical and Atomic Workers No. 1-128, Long Beach, spoke in opposition to the committee's recommendation.

Delegate Joe Christian, Building and Construction Trades Council, Los Angeles, spoke in support of the committee's recommendation.

The committee's recommendation was adopted.

Resolution No. 242 — "Chinese Meat Merchants."

The committee's report:

"In the opinion of your committee, the subject matter of this resolution does not indicate the existence of a national condition which would warrant the severity of sanction called for in the resolution.

"Your committee accordingly recommends nonconcurrence."

The committee's recommendation was adopted.

Resolution No. 164 — "Loss of Longevity Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 267 — "Organizing the Unorganized Employees of Southern California Edison and Pacific Gas and Electric."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 268 — "Label Foreign-Produced Motion Pictures as to Origin."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 286 — "Boycott J. C. Penney Company."

The committee report:

"The subject matter of this resolution is concerned with a boycott of the J. C. Penney Company.

"In view of the serious import of this resolution and the time limitations applicable to your committee, your committee believes that proper investigation can only be made by the Executive Council; and accordingly 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. 288—"Continue Sears Boycott."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 302—"Tribute to Governor Brown and Jack Henning."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 107—"Railroad Mergers";

Resolution No. 173—"Prohibition of Railroad Mergers."

The committee report:

"The subject matter of these resolutions is similar; namely, the multiple problems that arise with respect to merger of railroads.

"Your committee accordingly recommends concurrence in **Resolution No. 173**, and further recommends that **Resolution No. 107** be filed.

The committee's recommendation was adopted.

Resolution No. 108—"Jurisdiction Over Passenger Trains."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 78—"Support Railroad Brotherhoods."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 90—"Disapprove Report of Presidential Railroad Commission."

The committee report:

"Your committee requested the spon-

sors of this resolution, along with the sponsors of four other resolutions, to appear before it at its meeting on adjournment of the afternoon session of August 21, 1962.

"Although the sponsors of the four other resolutions appeared, the sponsors of this resolution did not do so.

"Your committee directs the attention of the delegates to the first Whereas, which specifically states that a report has been duly considered. It is to be noted that one copy of this report consisting of 576 pages, together with a communication addressed to various individuals by H. E. Gilbert, consisting of some 40 pages, was presented to your committee.

"Because of the time limitations applicable to the work of your committee, we had hoped that by appearing before it, the sponsors could in summary form advise the committee of the contents of the report.

"In view of the circumstances outlined, it is the feeling of this committee that it is impossible for it to act in a responsible manner.

"However, in view of the importance of the subject matter of the resolution, your committee recommends that the resolution be filed, and that the subject matter be referred to the incoming Executive Council for consideration and study, contingent upon the sponsors supplying to the officers of the Federation a copy of each of the documents for each member of the Executive Council and for each of the officers."

The committee's recommendation was adopted.

Resolution No. 156—"Oppose Raiding."

The committee report:

"Your committee has studied the provisions of this resolution carefully and is convinced that the subject matter of this resolution impinges upon the question of jurisdiction concerning which this Federation is without authority to act. In addition, however, your committee is further convinced that the subject matter of this resolution is one which should be handled at the national rather than at the state level; accordingly, your committee recommends nonconcurrence."

The committee's recommendation was adopted.

Resolution No. 75—"Public Works Project for Youths and Parolees."

The committee report:

"The subject matter of this resolution is

concerned with the development of public works projects for youths and parolees.

"While your committee is sympathetic with the desire to provide full employment for the individuals embraced within the resolution, your committee is aware of the policy of this Federation for full employment for all of the working force but subject to appropriate standards which will protect the wages and working conditions of all working people.

"Your committee is aware of the attempt being made to weaken the executive order issued by the President of the United States many years ago restricting the type of work that can be performed by prisoners and is fully alerted to the effect any such relaxation will have on the employment, particularly of many individuals in the building trades crafts.

"Since the scope of this resolution in its implementation, in the opinion of your committee, would cause an equally undesirable result of the same nature, your committee recommends nonconcurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 13—"Revive California Shipbuilding Industry."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 14—"American Tankers Built in Foreign Shipyards."

The committee report:

"Your committee recommends that the third Resolved be deleted in its entirety because it is at this time premature and in any event, in the opinion of your committee, impractical; as so amended, however, your committee recommends concurrence with this resolution."

The committee's recommendation was adopted.

Resolution No. 31—"Foreign Flag Vessels in American Trade."

The committee recommended concurrence.

Delegate Don Rotan, Cooks and Stewards, San Francisco, one of the sponsors of the resolution, asked permission to delete the fourth Whereas, and Chairman Small agreed for the committee.

The committee's recommendation was adopted, as amended.

Resolution No. 135—"Reduce Work Week for State Employees"; **Resolution No. 211**

—"35-Hour Work Week"; **Resolution No. 250**—"Thirty-Hour Work Week."

The committee report:

"The subject matter of these resolutions is similar; namely, the reduction of working hours. Your committee recommends concurrence in **Resolution No. 250**, and further recommends that **Resolution No. 135** and **211** be filed."

The committee's recommendation was adopted.

Resolution No. 8—"Cooperation With NAACP"; **Resolution No. 208**—"NAACP."

The committee report:

"The subject matter of these resolutions is similar; namely, the commendation of the NAACP. Your committee recommends concurrence in **Resolution No. 8**, and further recommends that **Resolution No. 208** be filed."

The committee's recommendation was adopted.

Resolution No. 179—"Support Histadrut"; **Resolution No. 206**—"Histadrut."

The committee report:

"The subject matter of these resolutions is similar; namely, the commendation of Histadrut. Your committee recommends concurrence in **Resolution No. 179** and further recommends that **Resolution No. 206** be filed."

The committee's recommendation was adopted.

Resolution No. 204—"Support Community Service Organization."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 205—"Support Jewish Labor Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 296—"Amendment to Landrum-Griffin Act."

The committee report:

"The subject matter in this resolution is concerned with an amendment to the Landrum-Griffin Act. Your convention has heretofore gone on record for the outright repeal of the Taft-Hartley and Landrum-Griffin Acts, with the adoption of Policy Statement III, Labor Legislation, section (a).

"Your committee accordingly recommends that this resolution be filed."

Secretary Pitts spoke as follows on Resolution No. 296:

"Mr. Chairman and delegates: While we are on the subject matter of this resolution, I would like to bring something else to your attention which has to do with the particular law referred to in the resolution.

"For a long time, as you well know, organized labor battled the adoption of this law, and when it was adopted and became one of the statutes in our federal government, we certainly did all that could be done on a voluntary basis to comply with all of the requirements under the particular law.

"Since we have been in this position of complying, it has come to my attention—and I think from reasonably good source—that there has not been the kind of compliance on the part of the management side that should necessarily exist. There are many who we feel quite sure are required to make reports and disclosures under this Act, who have been steadily neglecting to make their reports in compliance with the law.

"I am satisfied that this has been called to the attention of the Bureau of Labor-Management Reports, and if the Bureau were doing its proper job, this should have been referred to the Solicitor's Office, and the Solicitor's Office certainly should have called it to the attention of the Secretary of Labor in this United States of ours.

"In addition, there is a responsibility lying, I am sure, within the United States Attorney General's office, that of Mr. Robert Kennedy, to see that equal treatment is given to the people in this country, and that if labor has complied, as it has, with respect to filing of the reports that are necessary, then they should be doing the job of requiring the industrial relations consultants and engineers—and whatever other titles they fancy wrap around themselves—to do exactly the same thing they are required to do under the law.

"We have reason to believe that a number of cases have been called to the attention of the Solicitor's Office, and that apparently somewhere along the line—and this may be inside the Department of Labor, or in the Attorney General's office—no further action has been taken to take the necessary prosecutions to the court where they belong, to see that management lives up to its full responsibility under this law.

"I just want to say that I make these remarks to this convention because I am

going to see what I can uncover, and try to see that proper steps are taken by the federal government, by the officers that have the responsibility—the Secretary of Labor and the United States Attorney General, Robert Kennedy—to see that we get equal treatment on this law, and that they don't abuse the people who are in labor organizations or the small labor organizations.

"If there are laws introduced in this direction or prosecutions in this direction, then they'd better do a fair job of prosecution and filing prosecutions that apparently are being delayed and shelved and pigeon-holed by somebody at that level.

"I am in favor of the committee's report."

Delegate Joe Christian, Los Angeles Building and Construction Trades Council, announced his approval of Secretary Pitts' statement.

The committee's recommendation was adopted.

Greetings to the Convention

Secretary Pitts then read the following telegram:

"The Seafarers International Union of North America is happy to extend its warmest fraternal greetings to the officers and delegates at this convention of the California State Federation of Labor. The California State Federation of Labor can be justly proud of its productive role in behalf of trade union members of its own state, but also the influence and prestige of your Federation extend across the country and are the result of effective leadership and intelligent application of the resources of an alert trade union body. We are confident that as a result of the deliberations of this convention, the California State Federation of Labor will continue to set an example for labor groups throughout the country to emulate. Best wishes." Signed "Paul Hall, President, Seafarers International Union of North America."

Charles R. Jaymes

Industrial Training Advisor (Minorities),
Bureau of Apprenticeship and Training,
U. S. Department of Labor

The chairman at this time presented Charles R. Jaymes, Industrial Training Advisor (Minorities), Bureau of Apprenticeship and Training, U. S. Department of Labor, who addressed the convention as follows:

"First let me pay tribute to Mr. Pitts,

who extended me the privilege of speaking before this convention. It is indeed an honored privilege for me to speak to labor, which has been a staunch supporter of full equality of opportunities without regard to race, color, creed or national origin.

"This occasion should be of great significance to minorities who have labored in this country over 300 years. In the spirit of promoting the welfare of wage earners, the California Labor Federation has inaugurated the largest and most complete attempt in this state to further the principles of democracy.

"Over one and a half million of the population in California are of minority groups. No organization seeking the economic or moral welfare of California can disregard this element of our population and reach the highest success. I but convey to you the sentiment of our masses of less-developed areas when I say that in no way have the value and potential of minorities been more fittingly and generously recognized than by the direction of this convention.

Manpower Potential of Minority Groups

"As we all know, our government is dedicated to the concept of building America. Training for skill and education of all our citizens is required for the accomplishment of important goals of the future. In this undertaking America must seek to develop the full utilization of all our manpower resources. Too long now the manpower potential of minority groups has not fully been utilized. And the picture of this dilemma does not seem bright as we view the skilled requirements of the new future—the space age. Automation, shifting employment and technological development have already begun to gnaw at the very core of unskilled and semi-skilled labor. Job openings for unskilled and semi-skilled labor are becoming fewer and fewer, and, due to technological development, minorities are the first laid off.

Training Opportunity Is Greatest Need

"What is the answer to this pending displacement? What is the hope for these Americans? The immediate challenge and primary need is for greater opportunity to participate in apprenticeship and advanced training for journeymen. This is the answer—this is their salvation.

"Apprenticeship means sharing knowledge, promoting training for better jobs, improving the economic level of minorities. And when the level of living of mi-

norities is improved, the American standard of living is raised. Therefore, it is in the national interest that greater participation in apprenticeship and training be accorded qualified minorities.

Unions Fight Discrimination

"Much has been said about unions and racial discrimination. However, for years labor leaders have spoken out strongly against prejudice and discrimination of minorities; and there are indications of increasingly strong measures against discriminatory practices at the local level. Because of the cooperation labor has given to this problem, real progress has been activated and the trend along this line has resulted in an improved position of minorities in skilled labor.

Minorities Must Accept Some Responsibility

"In many instances many well-meaning people have painted an unrealistic picture of discrimination. There are some aspects affecting minority development of worthy goals and objectives, the improvement of which is largely the responsibility of minorities themselves.

"Whenever there is discussion or consideration of minority problems, there is a tendency to overstress and overemphasize the disabilities resulting from causes outside the group itself—almost to the exclusion of the ills—the correction of which lies within the minority group itself.

"The problem of minorities cannot be considered in isolation—it must be considered in total context. In order to accomplish economic integration, minorities must strive to reach a high level of development in the home and family relationship, to promote community leadership and quantity and quality of education, to produce special men and women for special skills. Through these developments will crystallize demands for equal opportunity in apprenticeship.

"On the other hand, the strongest chain is no stronger than its weakest link. Here in California are one and a half million members of minorities who are bound to America by ties which they cannot tear asunder. In order to grapple with the problems of minorities and expose the fallacy of segregation and discrimination, there must be understanding as to minority needs and aspirations.

Local Leadership for Civil Rights

"The implementation of the national AFL-CIO civil rights policies depends

largely upon leadership on the local level. Local labor organizations have the leadership to demonstrate ability and courage to drive the issue of democracy home in the promotion of equal opportunity for apprenticeship. However, in many instances this leadership is one of marked caution.

"Is labor ready to meet the challenge in California? There are very direct and tangible evidences that solid progress has been made by labor in California. In the forefront of this drive is the statewide Committee on Equal Opportunities, in close association with the Jewish Labor Committee, community agencies and others. These organizations have been active in implementing equal rights policies and programs through minority problems' workshops, and in their role in promoting apprenticeship, in the dissemination of information on the high cost of discrimination, through the Weekly News Letter, and the establishment of information centers.

"Recent reports indicate a very serious manpower lag. Faced with a growing shortage of apprentices and recognizing its duty to promote equal opportunities for apprenticeship, New York Local 3 of IBEW announced a program for 1000 apprentices—200 of them to be Negroes.

"Also, New York Painters' District Council No. 9 has discovered the untapped sources of manpower available among the city's minority groups. Out of 300 apprentices recruited, 130 of these are Negro and Puerto Rican youth. The New York Typographical Union has a six-year apprenticeship program, and five out of fifteen recent graduates were Negroes. We are convinced that strong leadership in a unified labor movement will prove an important lever in breaking down discrimination on the local as well as the national level. The really important fact is that the gaps being made in skilled trades by promotion, retirement and deaths are not being filled entirely by persons completing recognized apprenticeship. The situation is vital and the voice of labor can be a powerful voice for equality of opportunity.

"It is recognized that labor possesses men and women of intelligence and good will—and one of the most significant characteristics of labor is ability to accept and adapt to change. In reviewing the steps that have advanced labor along the road toward promoting equal opportunity in apprenticeship, we have confronted many barriers, and the forward steps have been firm and brave. On the other hand, sometimes our steps have been timid and faltering. Our standard of living is geared to

change. Likewise, the economic growth of minorities has largely been due to change of attitude on the part of labor toward deserving Americans. These changes have brought us to the present moment, when something of the old has given way; and now we are viewing a new concept of morals regarding minorities.

National Interest Requires End to Discrimination

"Discrimination over a long period of years has been costly to our country—requiring it to subsidize slums, relief rolls, crime and disease. If the United States is to go forward, if we are to reach the highest reward from our wonderful resources and keep abreast of the progress of the world, we must reach that point without delay where we will not be continually advertising to the world that America has a minority problem to settle. So it is in the national interest that opportunities to more fully participate in apprenticeship and training be accorded minorities.

"The minority problem is largely a moral issue and can be adequately understood in moral terms. When our associations have reached the point where there are mutual respect and friendship and a regard for the value of men—it is then possible to gain the real insight into the problems of minorities.

"So it is with this thought of promoting better human relations with labor and management that I was selected by the Federal Government as Industrial Training Advisor for Minorities. I will seek to cultivate contacts and friendship with labor and management—continually spelling out the need for greater acceptance of qualified minorities into their ranks.

Responsibilities of Bureau of Apprenticeship

"My office has responsibility to work with and assist state, community and minority organizations to explain the requirements for apprenticeship. My assigned area covers over one-fourth of this country—twelve Western States, including Hawaii and Alaska—headquarters in Bureau of Apprenticeship and Training, U. S. Department of Labor, 630 Sansome Street, San Francisco.

"So you see, I have a very big job. And it will be impossible to reach the highest success without your support and cooperation. What can you do? The doors of equality have long since been open in trade unions, I can attest to that—having come up through the ranks of the ITU apprenticeship program, taught related sub-

jects for several years, and very recently completed six years with the San Francisco Chronicle. I hold an active working card and, ladies and gentlemen, I am proud of this distinction. I would like to be invited — I would like to be privileged to sit in on your Joint Apprenticeship meetings to further acquaint myself with your testing and selection procedures to help me become an enlightened leader and more effectively interpret these requirements.

“Yes, we’ve had our doors open, but let us now become a force and open our doors wider. I am thinking of those deserving minorities who have begun a sound program of education and have their faces turned toward the future. To be even more frank — think of what it would mean to offer a few apprenticeships to minorities, to brighten their path to the future. Is it asking too much? I have the faith and hope, and I believe you have the guts and inspired leadership to lead in this drive for greater participation in apprenticeship and training for minorities.

“And now, with grateful heart I desire to thank you for your earnest support, dignified respect and any encouragement you may extend to me in the performance of my duties.

“Thank you.”

Report of Committee on Constitution

Chairman Max Osslo of the Committee on Constitution reported for the committee as follows:

Resolution No. 76—“Federation Convention Date.”

The committee report:

“The subject matter of this resolution is concerned with the complete revision of the structure involving the convention insofar as the date of the convention is concerned.

“The Constitution specifically provides in Article XV-A, Section 2, that this convention shall be held on the third Monday in August during each even-numbered year.

“Your committee accordingly believes that each affiliate is on notice as to the normal convention date, and that the election of delegates under such circumstance is certainly no problem.

“Since this is the only reason given by the sponsors of the resolution for a suggested change, your committee believes that it is without merit and accordingly recommends that this resolution be filed.”

The committee’s recommendation was adopted.

Resolution No. 263 — “Constitutional Amendments.”

The committee recommended concurrence.

The committee’s recommendation was adopted.

Chairman Osslo announced that this completed the report of the Committee on Constitution, and President Gruhn discharged the committee with thanks.

Report of Committee on Legislation

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

Resolution No. 34—“Licensing of Automotive Repair Firms and Certification of Mechanics”; **Resolution No. 155**—“Standards of Mechanics and Repair Shops.”

The committee report:

“The subject matter of these resolutions is similar: namely, the licensing of automotive repair shops.

“The committee recommends concurrence in **Resolution No. 34**, and further recommends that **Resolution No. 155** be filed.”

The committee’s recommendation was adopted.

Resolution No. 212 — “\$1.50 Minimum Wage”; **Resolution No. 299** — “\$1.50 per Hour Minimum Wage for all Employees in California.”

The committee report:

“The subject matter of these resolutions is similar: namely, \$1.50 minimum wage.

“The committee recommends that **Resolution No. 212** be amended by inserting in line 4 of the Resolved, after the word ‘of’ the words ‘at least.’

“As so amended, your committee recommends concurrence in **Resolution No. 212**, and further recommends that **Resolution No. 299** be filed.”

The committee’s recommendation was adopted.

Resolution No. 284—“More Rigid Standards for Vehicle Operation.”

The committee report:

“The subject matter of this resolution is concerned with a substantial overhaul of the Motor Vehicle Code.

“In reviewing the statements in the resolution, your committee frankly be-

lieves they are somewhat inaccurate, and that in any event the suggested objective is impractical and not capable of bettering conditions that currently exist under the subject Code.

"Your committee accordingly recommends nonconcurrence."

The committee's recommendation was adopted.

Resolution No. 2—"Extension of FEPC Jurisdiction."

The committee report:

"With the consent of the sponsors of this resolution, an amendment was suggested to your committee which would do the following:

"After the third Whereas, the following would be inserted:

Whereas, Another area of serious discrimination that falls outside the jurisdiction of the State Fair Employment practice law is discrimination based on age; and

Whereas, Age discrimination is adequately covered under an existing statute enacted by the 1961 legislature which lacks administrative enforcement; and

"In addition, at the end of the Resolved, the following was added:

and be it further Resolved, That age discrimination be made unlawful under the Fair Employment Practice Act with provisions for administrative enforcement thereunder, except that nothing herein shall be deemed to modify the existing protective provisions applicable to minors.

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 5 — "Unfair Accident Settlements"; **Resolution No. 218—**"Computation of Workmen's Compensation Benefits."

The committee report:

"The subject matter of these resolutions is concerned with the problem of computing the amount of workmen's compensation benefits payable to individuals.

"Your committee directs your attention to **Statement of Policy VII, Workmen's Compensation, Section (j).**

"We believe that the **Statement of Policy** more adequately reflects the type of legislative action that is required, and

accordingly your committee recommends that **Resolution Nos. 5 and 218** be filed."

The committee's recommendation was adopted.

Resolution No. 154—"Termination of Workmen's Compensation Benefits."

The committee report:

"At the request of your committee, the sponsors appeared before it; and after the explanation your committee believes that the resolution should be amended by striking the Resolved in its entirety and inserting the following:

Resolved, That the fourth convention of the California Labor Federation introduce legislation that would provide that an individual receiving temporary disability benefits would continue to receive such benefits until he returned to his normal employment or until there was a determination as to the amount of permanent disability due him.

"As amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Recess Motion

Secretary Pitts requested that there be a brief recess at 11:30 a.m. for a short meeting of the Executive Council. The secretary moved to suspend the rules requiring a recess at 12:00 noon, so that the convention could subsequently reconvene without taking a two-hour lunch recess.

The motion was passed.

Allied Printing Trades Union Label

Delegate Robert White, Allied Printing Trades Council, Los Angeles, rose on a point of personal privilege and spoke as follows:

"I represent one of the oldest and proudest union labels in the history of the American labor movement: namely, the Allied Printing Trades Council Union Label.

"Unfortunately there is a printing trades label being quite widely used in California and in the nation which represents a union that is not affiliated with the AFL-CIO. Additionally, when this label appears on printing there is no guarantee that that printing was produced under 100% union conditions. When the Allied Printing Trades Union Label appears on printing, it is produced

under 100% union conditions or that label cannot appear.

"My request of the delegates to this convention is this: that when you order printing, don't say to your printer 'I want the bug' or 'I want the label.' On the bottom of your order, type or write the demand that 'This printing must carry the Allied Printing Trades Union Label.' If you do this you will never be embarrassed to find that you either have no label on your printing or you have a label which does not guarantee you anything.

"So may I ask you again, always ask for the Allied Printing Trades Union Label. Demand it. And we will thank you very, very kindly."

Postal Employees

Delegate Herbert G. Kehr, National Postal Transport Association, Los Angeles, expressed the appreciation of the postal employees for the Federation's aid in their achievement of union recognition.

He also moved that the convention go on record as favoring the Morrison Bill (House Bill 9531, pay raise for postal employees). At President Gruhn's request, he withdrew the motion, on the Chairman's assurance that if he submitted a letter to the Executive Council on the subject, he would get their support.

Report of Committee on Legislation

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

Resolution No. 20—"Prohibit Employer Self-Insurance in Workmen's Compensation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 297—"Preclude Health and Welfare Plan Payment of Benefits Compensable Under Workmen's Compensation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 264—"Workmen's Compensation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Recess

In accordance with the motion previously passed, the chairman announced a brief recess so that the Executive Council could meet.

The convention subsequently reconvened at 12:15 p.m.

Report of Committee on Legislation

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

Resolution No. 48—"Free Choice of Physicians Under Workmen's Compensation"; **Resolution No. 49**—"Workmen's Compensation"; **Resolution No. 96**—"Free Choice of Doctors in Workmen's Compensation"; **Resolution No. 169**—"Free Choice of Physician Under Workmen's Compensation"; **Resolution No. 219**—"Choice of Doctor Under Workmen's Compensation."

The committee report:

"The subject matter of these resolutions is similar; namely, the type of medical care to be provided under the Workmen's Compensation Program.

"The Committee recommends concurrence in **Resolution No. 48**, calling for complete free choice of physicians and further recommends **Resolutions Nos. 49, 96, 169 and 219** be filed."

The committee's recommendation was adopted.

Resolution No. 43—"Responsibility of Safety Engineer."

The committee recommended concurrence.

Delegate Jim Reed, Steelworkers No. 2818, offered as clarification that the word "company" be added before "Safety Engineer" in the second Whereas, and in the Resolved, and the committee had no objection.

The committee's recommendation was adopted, as amended.

Resolution No. 19—"Protection and Training for Disabled Workmen"; **Resolution No. 63**—"Workmen's Compensation Rehabilitation Program."

The committee report:

"The subject matter of these resolutions is similar; namely, the prohibition against the discharge of an individual because he has incurred an industrial injury, together with a requirement that an effective rehabilitation program be established under the Workmen's Compensation Act of this state.

"The committee recommends concurrence in **Resolution No. 19** and further recommends that **Resolution No. 63** be filed."

The committee's recommendation was adopted.

Resolution No. 257—"New Division of Workmen's Compensation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 45—"Dependent Benefits Under Workmen's Compensation."

The committee report:

"The subject matter of this resolution is concerned with providing payments to dependents under the Workmen's Compensation Program.

"The committee directs your attention to **Statement of Policy VII, Workmen's Compensation, Section (e)**. Since the **Statement of Policy** requests a more liberal payment, your committee accordingly recommends that **Resolution No. 45** be filed."

The committee's recommendation was adopted.

Resolution No. 220—"Workmen's Compensation Death Benefits."

The committee report:

"The subject matter of this resolution is concerned with establishing a pension program in the event of an industrial death so that the survivors may receive lifetime payments.

"The committee directs the attention of the delegates to the **Statement of Policy VII, Workmen's Compensation, Section (e)**, which in the opinion of your committee adequately covers the type of legislation in this instance.

"The committee accordingly recommends that **Resolution No. 220** be filed."

The committee's recommendation was adopted.

Resolution No. 44—"Eliminate Workmen's Compensation Waiting Period"; **Resolution No. 46**—"Eliminate Waiting Period in Social Insurance Programs"; **Resolution No. 217**—"Workmen's Compensation Waiting Period."

The committee report:

"The subject matter of these resolutions is concerned with payment for the waiting period under the workmen's compensation insurance program.

"Your committee directs the attention of the delegates to **Statement of Policy VII, Workmen's Compensation, Section (d)**, which your committee believes requests legislative changes which are more practical and desirable.

"Your committee accordingly recommends that **Resolutions Nos. 44, 46 and 217** be filed."

The committee's recommendation was adopted.

Resolution No. 153—"Protesting Payment of Unemployment Insurance."

The committee report:

"At the request of your committee the sponsors of this resolution appeared before the committee and explained the purpose of the resolution.

"As a result of this explanation, your committee recommends that the Resolved be stricken in its entirety and the following inserted:

'Resolved, That the fourth convention of the California Labor Federation sponsor legislation that would provide that if the Department of Employment, through its claims deputy, made a determination that a claimant was eligible for benefits, payments would be made thereafter in spite of the filing of a protest and appeal by an employer, until this determination was reversed by a referee, and if so reversed that no recovery of payments would be made, but that the payments would not be charged to the employer's account if he succeeded in establishing his protest on appeal.'

"As amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 295—"Unfair Disqualification from Unemployment Compensation Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 4—"Unemployment Inequities."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 55—"Unemployment Insurance Reserve Accounts."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 56—“Amend Section 1252 of U. I. Code”; **Resolution No. 80**—“Prevent U. I. Disqualification While Receiving Vacation Pay”; **Resolution No. 215**—“Unemployment Insurance Benefits and Paid Vacation.”

The committee report:

“The subject matter of these resolutions is similar; namely, the elimination of the disqualification under the Unemployment Insurance Act for receipt of holiday, vacation or severance pay.

“The committee recommends concurrence in **Resolution No. 56**, and further recommends that **Resolutions Nos. 80 and 215** be filed.”

The committee's recommendation was adopted.

Resolution No. 56—“Amend Section 1253(c) and Section 1257(b) of U. I. Code.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 57—“U. I. Availability for Work Requirement.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 59—“Unemployment Compensation for Waiting Period.”

The committee report:

“The subject matter of this resolution is concerned with the payment for the waiting period with respect to the unemployment insurance program.

“The committee believes that this is covered more satisfactorily in **Statement of Policy V, Unemployment Insurance, Section (b)**.

“The committee accordingly recommends that this resolution be filed.

The committee's recommendation was adopted.

Resolution No. 61—“Amend Section 1256 of the U. I. Code.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 60—“Amend Section 1257 by Adding Section 1257(c) to the U. I. Code.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 62—“Amend Section 1260 of the U. I. Code.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 32—“Unemployment Insurance During Labor Disputes”; **Resolution No. 64**—“Repeal Section 1262 from the U. I. Code”; **Resolution No. 65**—“Amend Section 1262 of the U. I. Code”; **Resolution No. 213**—“Amend Section 1262 of the U. I. Code.”

The committee report:

“The subject matter of these resolutions is similar; namely, relief from the existing disqualification during a trade dispute under the Unemployment Insurance Code.

“The committee recommends concurrence in **Resolution No. 213**, and further recommends that **Resolution Nos. 32, 64 and 65** be filed.”

The committee's recommendation was adopted.

Resolution No. 66—“Repeal of Section 1263 of the U. I. Code.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 67—“Amend Section 1277 of the U. I. Code.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 68—“Amend Section 1279 of the U. I. Code.”

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 69—“Amend Section 1280(a) of the U. I. Code”; **Resolution No. 214**—“Amend the U. I. Code to Correct Inequities.”

The committee report:

“The subject matter of these resolutions is similar; namely, the correction of benefits schedule under the Unemployment Insurance Code.

“The committee recommends concurrence in **Resolution No. 214**, and further

recommends that **Resolution No. 69** be filed."

The committee's recommendation was adopted.

Resolution No. 70 — "Amend Section 1281(a) of the U. I. Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 71 — "Amend Sections 1334 and 1336 of the U. I. Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 73 — "Extend U. I. Benefits to 39 Weeks."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 17 — "Unemployment Insurance Coverage for Non-Profit Organizations."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 86 — "Unemployment Insurance Coverage for Public Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 115 — "Teacher Placement Agency in State Department of Employment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 47 — "Repeal Section 2677 of U. I. Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 87 — "Disability Insurance Coverage for Public Employees"; **Resolution No. 136** — "Extend Disability Insurance Program to State Employees."

The committee report:

"The subject matter of these resolutions

is similar; namely, the coverage of public employees under the unemployment disability program.

"The committee recommends concurrence in **Resolution No. 87**, and further recommends that **Resolution No. 136** be filed."

The committee's recommendation was adopted.

Resolution No. 72 — "Repeal U. I. Waiting Period."

The committee report:

"The subject matter of this resolution is concerned with the question of a waiting period under the Unemployment Disability Act.

"Your committee directs the attention of the delegates to **Statement of Policy VI, Unemployment Disability Insurance**, item 3, which your committee believes more satisfactorily covers this subject matter.

"The committee accordingly recommends that **Resolution No. 72** be filed."

The committee's recommendation was adopted.

Resolution No. 54 — "Distinguish Between Unemployment Disability Insurance and Workmen's Compensation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 216 — "Workmen's Compensation and State UCD Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 294 — "Pregnancy Disability Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 293 — "Pregnancy Hospital Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Bassett announced that the report of the Committee on Legislation had been completed, and President Gruhn discharged the committee with thanks.

Report of the Committee on Resolutions

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

Resolution No. 261—“In Memoriam: Robert R. Clarke and Other Unionists.”

The committee report:

“The subject matter of this resolution is a Memorial Resolution for Vice President Robert R. Clarke and other unionists who have passed away since our last convention.

“Your committee realizes that there are many outstanding members of labor whose names could be added to the roll, together with thousands of staunch unionists whose complete activities have been dedicated to the development and improvement of the conditions of labor.

“Your committee accordingly recommends concurrence in the resolution having all of these individuals in mind.”

The committee's recommendation was adopted.

This concluded the committee's report and Chairman Small thanked the committee members. On his motion, the report as a whole was adopted.

President Gruhn discharged the committee, with thanks for their work.

Barbers and Beauticians

Delegate Alvin L. Holt, Barbers No. 295, Los Angeles, thanked the Federation for its help in forwarding the legislative program of the Barbers and Beauticians State Association and moved that Secretary Pitts and his legislative assistants be authorized to continue this aid.

The motion passed.

Good and Welfare

Harold T. Lumsden, Shipyard & Marine Shop Laborers No. 886, Oakland, commented on the changing times and on such programs as CARE and the Peace Corps, and on the Federation's furtherance of democratic concepts at the state level.

Secretary-Treasurer Thos. L. Pitts

Secretary-Treasurer Thos. L. Pitts then spoke to the delegates as follows:

“I should like to take a couple of minutes, if I may, of the time of the delegates to express to you my appreciation for your attitude and conduct in this con-

vention; express to you my deep, heartfelt appreciation for the acclamation that was given to me on Wednesday in returning me to the responsibility which sometimes becomes quite heavy but is always one of great pleasure. It is a wonderful feeling to have been charged with the responsibility of leading, if I may say it that way, more than a million, four hundred thousand trade unionists of the AFL-CIO in this great state of California.

“You have sat now for almost five full days in convention sessions, all of you working hard and devoting your mind and your energies and your talents to carving out the policies of labor in California; carving out a rather large legislative program.

Differences of Opinion and Unity of Purpose

“We have listened to some very fine speakers from our platform and I think we are arriving at the final moment of probably one of the greatest conventions we have ever held of this body in the state of California. Sometimes I know we were becoming a little tired from long roll calls, but this is democracy displayed in its finest form. Even though we might disagree in this convention from time to time, we should not be divided when we leave the convention. The purpose of the convention is to air the differences of opinion that may exist and then arrive at conclusions, with all of us going out of the convention back to our respective locations in the state to support the conclusions that were determined in this great, wonderful convention.

“You have entrusted me with this task which I very happily accept, and again pledge to you that I will continue to do the job to the best of my ability and be very happy to receive aid in any form, as I have received from a great many of our people throughout the state. I am very happy to receive constructive criticisms that can come to me from throughout the state. There is not a single one of us who is infallible. We are all going to make some mistakes. If we didn't make any mistakes, it would be only because we were not trying to do anything. So I welcome at any time constructive criticism, aid and comfort and held from all of you and all of your organizations.

“I think we had a splendid convention here, with arrangements certainly requiring many, many hours of labor on behalf of the committee. We have had a splendid crew working in the committees of the convention. We have had splendid work

done by the staff from the office of the Federation. We have had just generally all the way around a very wonderful lot of good work done by an awful lot of people. And so I do not overlook any of them, I will include all who have contributed to the success of this convention.

"I am grateful to them, to the Sergeants at Arms, particularly, because they are the fellows who must stay on their feet all day around here. Sometimes they have to growl at some of us to keep us quiet so we have a more orderly convention. We may not like what they say to us sometimes, but I think we can be charitable in our feelings toward them when we realize how hard they work in trudging these floors all day and hauling materials back and forth from the hotel to the convention, getting adding machines here to take care of the roll calls and all those kinds of things.

"So I will just simply close my remarks with the words that I am indeed deeply indebted and grateful to you. I will perform to the best of my ability, and wish you all the best of health and God speed to you on your return to your community, and wish that you may have benefited sufficiently by this convention that you will be even more qualified to serve in the high position that you hold with your own organization.

"Again, simply and plainly, thank you."

Executive Council

Aid to Affiliates

Secretary Pitts then read the following statement from the Executive Council to the convention:

"Your Executive Council is aware of the fact that various affiliates have undergone and are undergoing attacks by other organizations against their existing collective bargaining relationships. The Executive Council has in the past come to the aid and support of the Federation's affiliates. The Executive Council reaffirms its conviction that upon request of its affiliates under such circumstances support shall again be afforded, provided it does not involve a jurisdictional problem, concerning which the Federation is prohibited from acting."

Long Beach City Employees

Delegate Buel Potter, City Employees No. 112, Long Beach, expressed appreciation of the convention's having taken place in Long Beach, and pleasure in the proceedings of the convention.

Installation of Officers

Delegate James Blackburn, a former vice president of the Federation, administered the oath 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	Webb Green
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

Office A	Charles J. Smith
Office B	DeWitt Stone
Office C	Edward T. Shedlock
Office D	Herbert Wilson
Office E	Jerome Posner
Office F	E. A. King
Office G	Emmett P. O'Malley
Office H	Fred D. Fletcher
Office I	G. J. Conway

In Memoriam

The delegates stood for one moment of silence in memory of Vice President Robert Clarke and other trade union officials who had passed away during the preceding two years.

Adjournment

There being no further business, the Fourth Convention of the California Labor Federation, AFL-CIO, was concluded at 1:10 p.m., Friday, August 24, 1962.

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 1962 convention.

DIGEST

I FULL EMPLOYMENT AND THE ECONOMY

- (a) The dangerously stubborn refusal of our economy to fully recover from the 1960-61 recession, demonstrated by the 4.5 million unemployed in June, 1962, is an inevitable hangover from the Eisenhower-Nixon Administration's 8-year failure to cope realistically with the mounting problems of automation, administered pricing, depressed purchasing power, a growing labor force and the need for an accelerated rate of economic growth.

Despite unwarranted ado over allegedly excessive wage levels, the irrefutable facts show a marked acceleration of the concentration of economic wealth in a few hands. Unless this trend is reversed, the nation will continue to suffer from its consequences in terms of a growing imbalance between our productive and consumptive capacities to the peril of our democratic, economic, political and social institutions.

We have before us the unfinished business of full recovery. Organized labor calls upon the Kennedy Administration to meet this issue head-on by adopting an expansionary federal budget designed to meet our immense backlog of social needs and through other measures to insure an adequate level of demand commensurate with our increasing productive ability.

- (b) The orientation of California government must be toward planning for growth and the assumption of social responsibility for stimulating private enterprise and unlocking human initiative. While hailing the steps taken by Governor Brown in this direction, we call for a vast expansion of the functions of the state Office of Planning and the state Economic Development Agency to the end that an effective "state development plan" may be evolved which will coordinate physical and economic planning with land use and resources development to achieve balanced growth and restore full employment. We reject completely the philosophy of government that would confine responsible government to the sidelines and allow rampant speculation to plunder our resources and become the master planner of California's destiny.
- (c) Recognizing that human beings constitute our most precious resource, California labor assigns high priority to the development of job training programs which will keep labor's skills abreast with technological advancements and ease the burden of workers' adjustment to automation. The development of usable information in each of the state's labor market areas and for the state as a whole, projecting skill needs as far into the future as possible, is an essential step in planning effective community approaches to job training and retraining problems. Again, we hail Governor Brown for having taken the initial steps in this direction, along with the Kennedy Administration nationally, by securing the enactment of retraining legislation and forming a tripartite Governor's Committee on Automation, with strong labor representation, to proceed with the difficult job ahead in the skill development field.

Adopted, pp. 26-27.

II TAXATION

- (a) The American peoples' annual loss of \$17 billion through existing federal tax loopholes for the wealthy must be halted and replaced by long overdue reduction of lower and middle income taxation to strengthen consumer purchasing power. California labor will oppose current efforts to aggravate this imbalance through the revival of "trickle-down" theories of taxation which would provide new tax bonanzas for the wealthy and for corporate business in

response to phoney cries of "profit squeeze." We urge Congress and the President, in the determination of tax policy, to give consideration to the "consumer squeeze" that is holding back economic expansion.

- (b) The spiralling revenue requirements necessitated by California's tremendous growth cannot hope to be met by the regressively structured state and local taxes which now underwrite 70 percent of our civilian public services. The burden of these taxes must be removed from the shoulders of the weakest by initiating moves toward a state tax structure based on the ability-to-pay principle.

Adopted, p. 27.

III LABOR LEGISLATION

- (a) 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 the Landrum-Griffin Acts and their replacement by the principles contained in the Wagner Act. We urge outright rejection of the current anti-labor campaign to destroy labor's collective bargaining power by making unions subject to anti-trust legislation.
- (b) California labor places heavy priority upon the removal of major inequities in the state's labor-management relations statutes through the enactment of legislation to curb the issuance of anti-labor injunctions, establishment of machinery for the implementation of organizational and collective bargaining rights, repeal of the misnamed Jurisdictional Strike Act, and prohibitions against employment of professional strike-breakers.
- (c) California labor calls for comprehensive strengthening of the Fair Labor Standards Act by setting the federal minimum wage level at \$1.50 an hour, reducing the length of the standard work week, and extending coverage to the 16 million presently excluded workers, including those employed in agriculture.
- (d) Organized labor calls upon the exercise of conscience by all Californians to assure enactment of a state Fair Labor Standards Act to provide at least the wage and hour guarantees recommended at the federal level, in Section (c).

Adopted, pp. 27-28.

IV AGRICULTURAL LABOR

- (a) Hourly wages less than one-third those of non-farm workers are symbolic of the generally outrageous living and working conditions for agricultural workers. The plight of the farm worker remains as the most shameful blot on the image American democracy projects at home and abroad. Their plight demands firm action to grant farm workers the right to organize and bargain collectively, unemployment insurance, minimum wages and a host of additional protections considered standard by virtually all other workers in the 20th century.

Most importantly, the gross abuses inflicted upon domestic farm workers must be corrected through graduated cut-backs leading to the early elimination of temporary labor importation under Public Law 78.

American pride in the outstanding productivity of our farms must be tempered by the realization that the basically agricultural peoples of the underdeveloped portions of the world will look askance at our offers to lead them toward a better way of life as long as conditions of domestic colonialism for farm workers are tolerated here.

- (b) The universal recognition of the bracero importation program's adverse effects upon wages and working conditions must be fully acknowledged by the federal government. The law of the land will remain a meaningless mockery unless the Labor Department recognizes that avoidance of "adverse effect" means restoration of the conditions that would now prevail if it were not for the bracero program's use as a wage-cutting device. Based on wage and fringe benefit developments in industries closely related to agriculture during the bracero program's 11 years, this means average minimums of at least \$1.50

an hour in California for agriculture, the only major industry professing serious shortages of labor.

- (c) The successes already recorded by the reconstitution of the Agricultural Workers' Organizing Committee on a coordinated basis with the AFL-CIO movement confirm that the agricultural workers' best hope continues to lie in the organization of their own trade union. In pledging our assistance toward the successful conclusion of this historic mission, the Federation urges all its affiliates and the general public to lend every possible cooperation and encouragement to AWOC's effort. Beyond the obvious interests of farm workers in this development, the stakes are extremely high for all working people, in terms of a more prosperous economy and more democratic representation in government.

Adopted, pp. 28-29.

V UNEMPLOYMENT INSURANCE

- (a) The continuing high rates of unemployment and the uncertain predictions of future employment trends clearly indicate the need for enactment of President Kennedy's program for permanent improvement in the unemployment compensation program. The McCarthy-King Bill, which Congress chose to ignore this year, remains as an unfulfilled requirement for our modern industrial system.
- (b) The deficiencies in the California program must be corrected irrespective of needs for improved federal standards. This includes a more full and equitable collection of unemployment insurance tax from the entire employer community in order to finance a proper level and duration of benefits.

Adopted, p. 29.

VI UNEMPLOYMENT DISABILITY INSURANCE

The significant improvements made in California's UCD program during the 1961 legislature must be protected and expanded. Effective elimination of the practice of "adverse selection" must be fully implemented at the administrative and judicial levels.

Adopted, p. 29.

VII 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 1963 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 an appropriate 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 \$70 on the maximum weekly benefit amount for permanent and temporary disability respectively, subject only to the requirement that such weekly benefit payments not exceed an amount of \$150.
- (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 \$7.00 per week for the first dependent, and \$5.00 for each additional dependent, subject to a maximum of \$37 on total dependency benefits.
- (d) The 7-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 where 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 deserve full consideration of the state legislature.
- (h) Full freedom of choice of doctors should be permitted under Workmen's Compensation.
- (i) The procedures for establishing Workmen's Compensation insurance premium rates should be revised so that the minimum rates established by the Insurance Commissioner contain only a reasonable expense loading factor. The current expense loading factor of 38.35 percent is clearly excessive and diverts much needed benefits away from injured workmen and channels them into excessive commission and profits for the insurance carriers.
- (j) The method for computing the average earnings for purposes of temporary and permanent disability indemnity is in need of overhauling.
Adopted, pp. 29-30.

VIII CIVIL RIGHTS

- (a) While praising the progress made in the field of civil rights in recent years, California labor reaffirms its position in support of issuance of a presidential executive order barring discrimination in federally-assisted housing or public facilities and by supporting legislation establishing a federal Fair Employment Practices Commission, barring federal aid to discriminatory apprenticeship programs, banning literacy tests to abridge voting rights, and enabling the Attorney General to sue on behalf of individuals suffering discrimination and to secure court enforcement of school desegregation orders.
- (b) Continued progress in equal rights for Californians calls for further action by the 1963 legislature broadening existing prohibitions against restrictions upon housing availability, providing low and middle income replacement housing for families dislocated by urban redevelopment, and other related legislation. California labor's pioneering program to extend apprenticeship opportunities on an equal basis must be vigorously implemented and supplemented by aggressive measures to eradicate any vestiges of discrimination in our work places or within the house of labor itself.
Section (a) adopted, pp. 30, 31.
Section (b) adopted as amended, p. 31.

IX HOUSING

- (a) Although the Kennedy Administration's omnibus housing program enacted in 1961 has had no equal since 1949, the nation nevertheless remains geared to an overall program incapable of meeting much more than half of its actual housing needs. Harnessing the federal government's ability to borrow money inexpensively remains the only possible way to achieve a truly mass housing market producing dwelling units at a 2.3 million annual rate. At least 200,000 of these units should be for low-income public housing, combined with adequate programs for moderate-income groups and to meet the special needs of senior citizens, agricultural workers and displaced families.
- (b) Organized labor pledges its unstinting support to a renewal of President Kennedy's campaign to give a voice to the 70 percent of our population residing in urban areas through creation of a cabinet-level Department of Urban Affairs and Housing to coordinate the multiple federal activities concerned with urban problems.
- (c) The legislature must harness the state's credit, along the lines pioneered by the Cal-Vet program, in an aggressive effort to begin meeting the pressing housing needs of all California families, with emphasis on low and moderate income needs. We commend Governor Brown's initiative in securing enactment of legislation in 1961 creating the Governor's Advisory Commission on Housing Problems to develop recommendations by 1963 for meeting these needs and to cope with the consequences of speculation and our tax policies upon improper land use and development. For Californians, the stakes could

not be greater since they involve a deliberate choice between a beautiful and prosperous state or one destined for physical and economic blight.

Adopted, p. 45.

X EDUCATION

- (a) The nation's slow progress toward solving our glaring educational problems stems primarily from the regressive state and local tax structures, unequal financial resources of states and localities, and continued school segregation. Organized labor reaffirms its position that American education must be removed from its second-class status through a comprehensive federal aid to education measure providing funds to non-discriminating communities for classroom construction, teacher salaries and training, and expanded adult education programs, together with scholarship opportunities as broad as those extended to World War II veterans.
- (b) Labor pledges its support for greater tax equalization, removal of unrealistic restrictions on tax support for schools, provision of "in lieu" payments for state lands removed from local tax rolls, and overall planning to assure suburban development with adequate tax bases and land set-asides for school construction. Top priority must also be given to improving the quality of teachers attracted into our school through salaries and conditions in line with other professions. The key to this objective is clearly the extension of organizational and collective bargaining rights to teachers.
- (c) Almost as insidiously as the Communist conspiracy itself, the ultra-right lunatic fringe, subsidized by the "right-to-work" segments of the business world, has singled out our schools as its prime target in an effort calculated to ultimately bear fruit at the polls. Capitalizing on misguided super-patriotism and general public apathy and indifference to local school district affairs, the radical right's "patriots for a profit" have emulated the tactics of Communism by employing the weapons of fear, intimidation and harassment. While reaffirming our dedicated opposition to all totalitarian groups, organized labor pledges its uncompromising fight against this anti-labor and anti-liberal movement.
- (d) Pressing consumer problems, along with the substitution of the ultra-right's more devious anti-labor and anti-liberal activities for the ill-concealed aims of "right-to-work" place an unprecedented responsibility upon the shoulders of our labor education programs.

Adopted, pp. 45-47.

XI SOCIAL SECURITY

- (a) The disappointing defeat accorded to President Kennedy's "medicare" proposal serves to highlight the unmet needs of our 17.8 million senior citizens. Unfortunately the conclusive failure of voluntary programs to meet their compelling health care needs has not been recognized by this session of Congress. It is clear that the enactment of a full program of prepaid health care for the aged under the social security system must be made a prime issue at the next session of Congress.
- (b) The extremely low income level of OASDI beneficiaries warrants extensive improvement in benefit and coverage provisions, as well as an adjustment for severe inequities, to be financed through increasing the contributory wage base from \$4,800 to \$10,000 annually, along with a rise in the employer and employee contribution rate as may be necessary for proper funding of the social security program.
- (c) The California Labor Federation, 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 for a state health care program.

Adopted, pp. 47-48.

XII SOCIAL WELFARE

- (a) We call for the comprehensive improvement of the public assistance programs and an easing of the restrictions which deny them to many persons.
- (b) The labor movement of California pledges utilization of its resources to defeat attempts to discredit and weaken the various welfare programs. In view of the recent attacks on the aid-to-needy children program in the state, the labor movement is obliged to reassert and expand its position with regard to this basic aid program.
- (c) The California Labor Federation is deeply heartened by the impressive performance of the 1961 session of the legislature and Governor Brown's Administration in the welfare area.

Adopted, pp. 48-49.

XIII FOREIGN POLICY

The California Labor Federation recognizes and supports the necessity for maintaining adequate military resources to deter and defeat the totalitarian Soviet menace and any potential aggressor nation and calls for 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 and prosperity for all the world's people.

Adopted, p. 49.

I FULL EMPLOYMENT AND THE ECONOMY

(a) The dangerously stubborn refusal of our economy to fully recover from the 1960-61 recession, demonstrated by the 4.5 million unemployed in June 1962, is an inevitable hang-over from the Eisenhower-Nixon Administration's 8-year failure to cope realistically with the mounting problems of automation, administered pricing, depressed purchasing power, a growing labor force and the need for an accelerated rate of economic growth.

Despite unwarranted ado over allegedly excessive wage levels, the irrefutable facts show a marked acceleration of the concentration of economic wealth in a few hands. Unless this trend is reversed, the nation will continue to suffer from its consequences in terms of a growing imbalance between our productive and consumptive capacities to the peril of our democratic, economic, political and social institutions.

We have before us the unfinished business of full recovery. Organized labor calls upon the Kennedy Administration to meet this issue head-on by adopting an expansionary federal budget designed to meet our immense backlog of social needs and through other measures to insure an adequate level of demand commensurate with our increasing productive ability.

The halting progress in recovery to date has been marked by a disturbingly high rate of unemployment. The increase in production which occurred in 1961 was achieved almost entirely by a return to a more normal work week and was accompanied by increasing output per man-hour and per worker. The call-up of one quarter of a million persons by the Armed Forces helped to disguise the full extent of unemployment.

The failure of output and demand to sufficiently expand to provide adequate employment continues to be the number one economic problem. The President's Council of Economic Advisors expressed its belief that a vigorous expansion, stimulated by adequate government and pri-

vate investment, could make possible the achievement of a 4 percent unemployment rate by mid-1963 without serious upward price movement. Even 4 percent is far less than full employment.

However, this will not occur automatically. The inhibiting forces which exhibited themselves in past recoveries seem likely to reappear. The Federal Reserve Board has shown a stubborn tendency to tighten credit and raise interest rates during each recovery period. Interest rates have been turning upward again throughout the 1961 recovery. There are indications that the monetary authorities are already impatient to have the rates resume their accustomed upward pace. Pressures stemming from the imbalance of international payments has strengthened the hand of these conservative authorities and may result in another monetary squeeze. It is unfortunate that this Board is so immune and isolated from the government authorities who are responsible for maintaining a full-employment economy.

Both President Kennedy and his Council of Economic Advisors emphasize that the problem ahead is to provide for an expansion of consumer demand. The immediate problem is for the federal government to adopt fiscal and monetary policies which find that balance between effective consumer incomes and investment incentives that will produce stability at high levels of employment and rapid economic growth.

Since the second world war, the unemployment rate has tended to drift persistently upward with each recession. The rate of unemployment commences its upward drift from a higher level each time that a recession occurs.

The high rate of unemployment which has persisted since 1957 cannot be attributed solely to structural and frictional causes. A substantial portion of unemployment appears to be due to an inadequate level of total demand.

The solution of the problem of continuing unemployment, therefore, requires the prompt creation of conditions favorable to an expansion of demand sufficient to achieve full employment and to sustain it; and a substantial increase in both public and private efforts to increase the education, skill and mobility of the labor force, including special programs such as work retraining and area redevelopment, in order to reduce the structural and frictional unemployment that will remain even when employment is at an adequate level. (See section (c) of this statement.)

Monetary and debt management policies are capable of making, and must make, substantial contributions to economic recovery. They have not done so in the recovery to date. It may be said that in the 1960 downswing, the switch from a policy of contraction to one of expansion was well timed; but however well timed, the action was not sufficiently vigorous. From the standpoint of long-term growth, monetary policy since 1951 has been a drag on the economy. Currently Federal Reserve authorities seek to justify what appears to be a continuing policy of tight money by bringing in the balance-of-payments problem. Their arguments first ran in terms of keeping short-term interest rates relatively high in order to mitigate the outflow of funds; but, in practice, long-term rates have also been boosted.

Until we achieve the cooperation of monetary and fiscal authorities in insuring an adequate level of demand to provide full employment, we are going to be faced with a continuing problem of an unreasonably high rate of unemployment.

Organized labor will continue to pursue its constructive role as a catalyst in the increase of wages and, hence, purchasing power. We will also continue to press for a shorter work-week as a suitable means of enjoying a portion of labor's increased productivity.

(b) The orientation of California government must be toward planning for growth and the assumption of social responsibility for stimulating private enterprise and unlocking human initiative. While hailing the steps taken by Governor Brown in this direction, we call for a vast expansion of the functions of the state Office of Planning and the state Economic Development Agency to the end that an effective "state development plan" may be evolved which will coordinate physical and economic planning with land use and resources development to achieve balanced growth and restore full employment. We reject completely the philosophy of government that would confine responsible government to the sidelines and allow rampant speculation to plunder our resources and become the master planner of California's destiny.

Beyond question, the most perplexing social, economic, and political problems confronting California are those associat-

ed with our population explosion, labor force expansion, and growth generally. Both the scope and intensity of these problems place new burdens on government which cannot be denied in a democratic society which places its highest values on the dignity of the individual and the functioning of government as the servant of the people.

Our growth is really not in question; the state's population projections dictate that we shall grow. It is a matter of **how** we will grow, and of **how** we will develop and employ our precious human and natural resources. In this age of scientific and technical knowledge, which holds out the promise of vast improvements in the conditions of life and labor, it is the challenge to those who aspire to leadership, to recognize that democratic government must also serve human aspirations in the employment of this knowledge.

Likewise, the threat of big government, if there is any threat, lies not in bigness itself—for government is also destined to grow with our exploding population—but in the manner in which big government is employed to cope with the problems of our industrial society, and, to a large extent, in the kind of response that is invoked from government when incipient growth problems appear on the horizon. We have no sympathy with those who would confine government to the sidelines and allow rampant speculation to become the master planner of California's destiny. The laissez-faire philosophy of government that allows such greed, under a misguided concept of economic freedom, to plunder our resources must be rejected. This is the philosophy that:

- Turns metropolitan areas into nightmares of congestion;
 - Gobbles up some of our most productive farm lands that are needed to produce the food and fiber for our future population;
 - Converts our core cities into housing ghettos for the underprivileged;
 - Undermines the tax base of municipalities;
 - Spawns living areas resulting in the economic and age stratification of our people without an adequate tax base to support schools and other vital facilities;
 - Balkanizes industrial growth;
 - Separates living areas and places of work by miles of nerve-wracking, monolithically planned freeways;
- And then—in this destructive path—

cries "big government" when the state legislature and Congress are called upon to care for the problems that have been created out of this greed and wasteful kind of growth. Indeed, it becomes very expensive when government must step in to correct these problems, but it would be the epitome of moral and social callousness to deny citizens the service of their democratic government at a time of urgent social need. It would be equally callous, however, to fail to recognize that it is the true function of government—a far less expensive function in the long run—to help prevent social and economic problems of growth, by government assuming its proper role in the field of basic planning for maximum economic development and utilization of our resources. We submit that the assumption of this responsibility at the outset is also far less restrictive of economic and individual freedoms than waiting for problems to develop, and then invoking government action to care for them.

California labor is convinced that the orientation of our state government must be toward planning for growth, and recognition of the social responsibility state government must assume for stimulating private enterprise and unlocking human initiative.

The implications of becoming the most populous state in the nation later this year have given new urgency to the effective functioning of the state Office of Planning and of the Economic Development Agency, both of which were created by legislation enacted in 1959 and signed into law by Governor Edmund G. Brown. In the crucial period ahead, organized labor will make every effort to bring public focus on the planning functions of the state, and the necessity of proceeding under the 1959 legislation with the difficult task of evolving a master "state development plan" which would coordinate physical and economic planning with land use and resources development for balanced growth and the restoration of full employment.

We applaud the significant steps that the Brown Administration has already taken in this direction, and pledge legislative support of the state appropriations necessary to fully staff the state Office of Planning, so that it may proceed with its urgent work under mandate of legislation already on the statute books. California labor urges, further, the enactment of additional legislation at the state level which will facilitate effective regional and metropolitan planning and, thus, encour-

age maximum assumption of local responsibility for growth planning.

In the same vein, organized labor urges expansion of the functions of the Economic Development Agency in regard to industrial development. We urge that this authority include the development of economic budgets for the state as a whole, indicating the performance of various sectors of the state's economy in relation to full employment needs, and cataloguing, for legislative consideration, urgently needed public facilities and programs as they fit into the state's master development plan. In this connection, also, the Economic Development Agency's authority should be expanded where it can be of invaluable assistance to communities and labor market areas in planning their industrial development.

It is our belief that 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 for economic disaster if planning for growth does not make provision for balanced industrial development. It has been pointed out that approximately 35 percent of manufacturing in California is related to defense, compared to the national average of 15 percent. California's leadership in the space age has resulted in the employment of more than a million persons in defense or related industries, with almost half of them in ordnance, aircraft, electronic and instrument industries alone.

While recognizing California's major contribution to the defense of the nation and the free world against the threat of Communism, we must be forthright in pointing out that this defense contribution has not been without its problems in many areas of the state, particularly in Southern California, where industrial growth has seen an overbalance of defense industries in specific areas, causing serious job displacement problems as defense expenditures and allocations among the states and within the state have vacillated. The peacetime needs of our people, and the superior position which California holds in the attraction of industry, are factors to be taken into consideration which indicate clearly that such imbalance need not be the fate of California. We cannot and must not accept the idea that, as a people,

we are so bankrupt in thought and devoid of social conscience that we cannot do a better job in planning our growth and industrial development, so that our resources may be employed to satisfy private and social needs in full employment.

We recognize, of course, that California is not an island unto itself, and that its growth and prosperity are inextricably linked to the performance of our national economy. By the same token, however, we must also recognize that in vast areas of our development as a state we do indeed possess within us both the power and the resources to give direction to our growth, and to provide the initiative that will fully utilize federal assistance in the development of our programs to assure coordination and compatibility in the economic and social goals of our state and nation.

In advancing these state planning recommendations, California labor is fully aware that prevailing misconceptions concerning the word "planning" frequently carry with them distasteful connotations. In our opinion, this is unfortunate, because the kind of planning organized labor supports is not government domination, but the application of reason and intelligence to socio-economic problems which affect all of us with equal force. We have every reason to be concerned when planning becomes a vehicle for squelching individual initiative. Our appeal for the state's assumption of its proper planning role, however, is aimed at doing exactly the opposite—at providing opportunities for individuals. California's challenge in planning for growth, as we have pointed out, is basically and fundamentally a challenge to stimulate private enterprise and unlock human initiative. This is a responsibility of state government that must be given highest priority.

(c) Recognizing that human beings constitute our most precious resource, California labor assigns high priority to the development of job training programs which will keep labor's skills abreast with technological advancements and ease the burden of workers' adjustment to automation. The development of usable information in each of the state's labor market areas and for the state as a whole, projecting skill needs as far into the future as possible, is an essential step in planning effective community approaches to job training and retraining problems. Again, we hail Governor Brown for

having taken the initial steps in this direction, along with the Kennedy Administration nationally, by securing the enactment of retraining legislation and forming a tripartite Governor's Committee on Automation, with strong labor representation, to proceed with the difficult job ahead in the skill development field.

Planning for growth within the framework of giving freedom its fullest meaning requires recognition that human beings constitute our most precious resource. Having crossed the threshold of automation in this age of rapid technological advancement, we can no longer content ourselves with giving lip service to human values that make the machine the servant of man. Organized labor has never denied the potential of automation for the satisfaction of human needs and the elevation of living standards. What does concern us is the sluggishness of our industrial society in recognizing that there are no automated techniques for adjusting to automation when human values are involved.

In the past decade, ever-rising levels of hard core unemployment, with each successive recession and partial recovery, have brought focus on the nation's lagging rate of economic expansion. Our efforts to reverse this situation, however, should not obscure the fact known to economists that even if a socially acceptable rate of economic growth is achieved, the problems of automation adjustment and manpower development—the problems of matching men and jobs—remain as barriers to the realization of full employment goals.

Individual workers and their families cannot be expected to bear the brunt of these adjustments. Unless the American worker is given reasonable assurance that the promised benefits of automation will indeed accrue to all society; unless he is given evidence that demonstrates that he and his family will not be forced to shoulder the entire burden of economic displacement and interim adjustment, there can be no guarantee whatsoever that the American worker will not depart from tradition and adopt a course of outright resistance to the new technology. This would be a social tragedy of immeasurable proportions, for the paradox of America is that we should be currently struggling to find jobs for the unemployed when one of the most serious menaces to the nation's future is actually a shortage of properly trained skilled workers. Once it is recognized that at least part of the eco-

conomic challenge of the future lies in these shortages and a dearth of planning and training programs to meet the changing skill requirements of industry, then we have arrived at the point where we can begin to fully understand the horrible waste we seem to be willing to tolerate. This waste extends not only to the existence of hard core unemployment, but also to many prevailing discriminatory practices in employment, which rob our nation and state of the largely untapped skills and abilities of minority groups and of many older workers.

While there is much that can be done by labor and management together, through collective bargaining, to come to grips with many aspects of the job training and retraining problem, there remains a broad area for the assumption of community responsibility, because the problem of displacement from automation is only part of the broader problem we face in developing needed labor skills for the sixties. Significant steps in this direction have already been taken by the California legislature with the extension of unemployment insurance benefit payments to jobless workers undergoing bona fide retraining and the expansion of the State Division of Apprenticeship Standards' authority to broaden the scope of labor-management on-the-job training programs. Congress, earlier this year, also approved the Administration's Manpower Development and Training Act. California labor applauds these steps forward, but at the same time recognizes and warns that the real test of performance will be in their implementation.

Apart from limitations of these new programs—and there are many—the major barrier to their full utilization is the lack of usable labor market information on the skill needs of the future. Indeed, it is urgent that the long-term aspects of the manpower development problem be fully comprehended, and that in the implementation of the programs, we avoid over-emphasis on makeshift, almost exclusively classroom-oriented programs, calculated to provide nothing more than partially trained manpower equipped with fragmented skills likely to become obsolete within a few short years. Since the state's manpower problem is essentially a long-term proposition, extending as far into the future as we can visualize, it is vital at this point that California launch into a program of professional surveys by manpower experts in each of the state's major labor market areas in order to project, as best possible, the future skill needs of each area and of the state as a

whole, in sufficient detail so that effective, planned approaches to job training programs may be developed.

The simple fact is that the lack of this information is threatening chaos in the state's effort to proceed with job training and retraining programs. We are finding out the hard way that there is no substitute for state and labor market planning in the skill development field, unless we are to content ourselves with piecemeal efforts which are almost certain to produce major conflict between classroom and on-the-job training, and diminish further our supply of well-grounded craftsmen, technicians, and other skilled workers whose background skills offer the best hopes of adjustment to technological change and the maintenance of year-round employment.

The task of proceeding with these basic labor market projections of skills is a state function and responsibility which should utilize every penny of federal funds available under the federal Manpower Development and Training Act, to lighten the state's financial burden. In this connection, the state Assembly's failure at the special session in March to give final approval to an Administration measure, which would have assigned the responsibility for coordinating and conducting the labor market studies, to a state commission on automation and technological development, was a serious omission which was only partly corrected when the Governor recently announced the formation of his Committee on Automation, patterned after the defeated legislation.

Because only limited steps can be taken under executive authority, we urge the introduction of, and will support, legislation at the 1963 session which will provide a statutory base for the committee, mandating the projection of skill needs on a continuing basis as necessary for the development of planned community programs in the manpower field.

We submit that California's stakes in proceedings along these lines are doubly high because the potential we hold out for developing the skill content of our labor force is perhaps the balancing factor in our ability to attract industry. We have wisely staked our future on a high standard of living, which has as its base the productive efficiency of industry and a commensurately high wage structure. Given California's natural advantage by virtue of its location, climate and resources, we can continue to enhance our position competitively only if we also attend to our skill requirements.

Adopted, pp. 26-27.

II TAXATION

(a) The American peoples' annual loss of \$17 billion through existing federal tax loopholes for the wealthy must be halted and replaced by long overdue reduction of lower and middle income taxation to strengthen consumer purchasing power. California labor will oppose current efforts to aggravate this imbalance through the revival of "trickle-down" theories of taxation which would provide new tax bonanzas for the wealthy and for corporate business in response to phoney cries of "profit squeeze." We urge Congress and the President, in the determination of tax policy, to give consideration to the "consumer squeeze" that is holding back economic expansion.

A solid quarter of our national income is required to defray our federal, state and local tax bills. Low and middle income families continue to pay the major share of these revenues. The great bulk of these funds are earmarked for financing the federal government's domestic and international activities.

Few issues affect working people in a more intimate bread-and-butter manner than the recent shifts in our federal tax structure. In less than 25 years, federal tax policy has undergone drastic departures from its earlier "ability-to-pay" orientation.

One of the clearest illustrations of the direct impact upon workers is seen in the evolution of the federal income tax. Prior to World War II, a married couple earning \$2500 annually incurred no tax liability whatsoever. For the first income bracket subject to a tax, a 4 percent rate was levied on the amount in excess of \$2500. Although the dollar buys far less today, the exemption for married couples has since been reduced to only \$1200 while the first income bracket above that amount is subject to a 20 percent tax.

In addition, low and middle income families are still saddled with the inequitable excise taxes enacted during wartime. In paying for a hat, for example, 150 separate hidden taxes are exacted from the consumer.

At the other end of the spectrum, the well-to-do have experienced a substantial easing of their tax liability. During the

Eisenhower-Nixon years, old loopholes were broadened while new ones were being created. The "tax revision" measure of 1954 lavished upon the wealthy new windfalls, such as broadened depletion allowances, special tax credits for dividend income, and a more liberal depreciation formula. As a result, a theoretical 91 percent income tax liability for those with annual incomes averaging nearly \$3 million turned out to be nothing more than a 36 percent tax payment in 1956.

Although extravagant "business expense" allowances loom most prominently in the public eye, such tax escapement is but a pale shadow of even more lucrative opportunities for the favored few. These include stock option privileges, capital gains treatment of long-range appreciation of assets, income deferral gimmicks, income-splitting advantages, family partnership devices, life estate exemptions of gift and estate taxes, and "carry-back, carry-forward" provisions for buyers of corporations operating at a loss.

It is estimated that a total of \$17 billion is lost annually by the U. S. Treasury due to existing loopholes and malpractices. Until serious steps are taken to close these loopholes, there can be little hope for repealing regressive excise taxes or for restoring any substantial portion of the pre-war income tax exemptions for low and middle income taxpayers.

The tightening and liberalization of our federal tax policies is a matter of urgent necessity. While afflicted with substantial and persistent unemployment, a sizeable portion of our economic plant remains idle due to lagging purchasing power caused by a lopsided distribution of income. Nowhere is the waste of human and physical resources more apparent than in the steel industry where operations recently fell as low as 46 percent of capacity.

The nation can ill afford to relearn the lessons of 1929 the hard way. Bitter experience has taught us that the "trickle down" theory of economics merely compounds the problem of an economy suffering once more from the problem of "excess capacity" coupled with a lack of effective purchasing power.

With these considerations in mind, organized labor has viewed with mixed feelings the Kennedy Administration's tax program as announced in 1961. A partial step in the right direction was the proposal to recapture \$1.5 billion of the \$17 billion lost through existing loopholes. This was to be achieved through repealing preferential treatment of dividend

income, applying the withholding tax to interest and dividends, curbing the most glaring expense account abuses, and eliminating capital gains treatment of profits from depreciable business property sales.

These reforms were to be buttressed by a \$250 million revenue gain resulting from termination of the special tax privileges enjoyed by individuals and businesses overseas. The present law, in effect, subsidizes the export of American investment capital while penalizing employers who build their plants at home where the creation of new jobs is most pressingly needed. Furthermore, the deferral of taxation on overseas profits until such time as they are returned to the U. S. has served as an element in our balance of payments deficit.

Unfortunately, the effects of these constructive proposals would be cancelled out by the President's business investment tax credit proposal. As approved by the House, this portion of the tax revision bill allows a 7 percent deduction by firms investing in new equipment and machinery, with the figure dropping to 4 percent for utilities. Although dissatisfied with the investment tax credit feature, the AFL-CIO supported passage of the bill since intense pressure from business had forced a choice between it and a less desirable accelerated depreciation provision, or no tax bill at all.

We fully concur with AFL-CIO's Senate Committee testimony in April characterizing the investment tax credit provision as a "mountainous giveaway." It is a demonstrable fact that 96 percent of the \$374 billion invested by U. S. corporations for new plants and equipment during 1946-61 was generated internally from retained profits and depreciation set-asides. In effect, this means that the public has been harnessed as the prime source of investment capital through excessive consumer pricing practices. This has left the sale of new stock virtually untapped as the traditional and legitimate source of financing business expansion. In view of this revolutionary bonanza, further public subsidy to the self-expressed champions of free enterprise through the investment tax credit proposal would make a travesty of the proposed legislation.

The tax revision bill passed by the House coincides with labor's position in its provisions restricting deductible business expenses, withholding dividend and interest taxes, and stiffening treatment of overseas profits. While urging deletion of the investment tax credit, organized labor in California has sought

improvement of the bill in the Senate by the following:

1. Repeal of the inequitable dividend credit and exclusion.
2. Further restrictions upon business expense abuses.
3. Termination of capital gains treatment of real estate and personal property sales.
4. Raising the tax liability of savings and loan associations and mutual savings banks.
5. Elimination of the House bill's provisions granting tax deductibility to business lobbying expenses.
6. Retention of overseas tax advantages only in cases of income earned in less-developed countries.
7. Providing a \$900 million stimulus to the economy by permitting the Korean War excise taxes to lapse.

Contrary to improving the bill, the Senate has further weakened it by eliminating the tax withholding provision on interest and dividends, and by emasculating the House attempt to curb overseas tax advantages to business.

In their current vigorous campaign for further federal tax concessions, the spokesmen for big business have attempted to persuade the public that there is a serious squeeze upon profits. They are able to maintain their line of argument only by limiting their statistics to those relating to after-tax profits as a percentage of total national production. Such a view totally distorts the actual situation since, as even *Time Magazine* noted on May 11, 1962, "many economists are paying less heed to profits than to cash-flow."

Cash-flow is the amount of money remaining after a corporation pays all its costs and taxes. In contrast to the methods used in calculating after-tax profits, cash-flow also reflects realistic adjustments for artificial increases in depreciation allowances.

The history of corporate cash-flow over the past 14 years gives us an accurate insight into the mythical nature of the so-called profit squeeze. From a level of \$23.5 billion in 1947, cash-flow rose to \$30.1 billion in 1953 and soared to \$48 billion by 1960. For 1962, the outlook is for a 12.5 percent increase bringing total cash-flow for the year into the vicinity of \$54 billion.

It is in these figures, rather than in after-tax profits that we learn the secret underlying the faster increase in divi-

dend payments than was experienced recently by wages and salaries. They explain also the manner in which plant and equipment investment of recent years has been financed from internal resources. Illustrating this point are Department of Commerce statistics indicating that for 1961, after payment of substantial dividends, the retained cash-flow of non-financial corporations exceeded their new plant and equipment investments by \$1.7 billion. Further confirmation of this enviable condition came a few months ago from the 15th annual McGraw-Hill survey of business plans for new plants and equipment:

"Business firms as a whole appear to be in a stronger financial position this year than last . . . it would appear that business as a whole may rely almost entirely on its own resources to finance its spending (for all purposes) this year."

It is apparent that the so-called "profit squeeze" which is supposed to be holding down investments is pure fiction. What is actually holding back business investments in capital equipment is the lagging buying power of consumers who can't even purchase the nation's current production, as evidenced by the nation's idle plant capacity.

Nevertheless, incentives to business were given an even further shot in the arm in July 1962 when new depreciation guidelines were announced by the Internal Revenue Service. These revised schedules will reduce business taxes by an estimated \$1.5 billion.

The new schedule shortens an asset's depreciable life by 32 percent. A Treasury Department survey disclosed that the new guidelines also were 15 percent shorter than those in actual use by 1100 large corporations holding two-thirds of all depreciable assets in manufacturing.

It is understandable, therefore, that President Kennedy's June announcement that he planned to recommend an across-the-board reduction in personal and corporate income taxes, effective January 1, 1963, was met by an AFL-CIO reiteration of its vigorous opposition. California labor reaffirms its strenuous objection to such a tax cut since its positive effects would be cancelled out by its additional bonanza for big business and the wealthy. We urge instead that stand-by authority be granted for invoking an effective stimulous to the economy when needed by limiting temporary tax reductions to the first individual income bracket. For purposes of short-range shoring up of the economy, it would be self-defeating to bypass the healthy impact of tax cuts in-

creasing low and middle-income purchasing power in favor of the questionable effect of an indiscriminate across-the-board approach. We urge further that in any permanent tax revision bill priority be given to increasing the personal income tax exemption from \$600 to \$1000 per dependent.

Congress must also act to halt the growing problem of plant piracy before it becomes a national disease. This vicious practice, initiated by the southern states, was made possible largely by a grant of federal tax exemption for interest on state and local bonds. Instead of limiting this privilege to the legitimate purpose of raising funds for critically needed public purposes, it is too often being used to offer a low monthly rental on a plant built to the specifications of unscrupulous employers on a tax-free basis. Congress cannot continue to tolerate such flagrant abuse of this exemption by one state against another without consciously mandating a cut-throat competition calculated to embitter regional relationships.

(b) The spiralling revenue requirements necessitated by California's tremendous growth cannot hope to be met by the regressively structured state and local taxes which now underwrite 70 percent of our civilian public services. The burden of these taxes must be removed from the shoulders of the weakest by initiating moves toward a state tax structure based on the ability-to-pay principle.

Since about 70 percent of the nation's civilian public services are paid for by state and local taxes, the sources and structure of these revenues are of special importance to working people. In reaffirming the position adopted in our 1960 statement of policy, it is worth summarizing briefly the detailed analysis set forth at that time regarding state and local taxation:

1. Despite its erosions, the progressive federal income tax levies about a 15 percent rate upon incomes over \$10,000 as compared to about 3 percent for those under \$2000. This contrasts sharply with state and local levies averaging under 8 percent on the same upper income group while gouging those earning less than \$2000 at the rate of over 11 percent.
2. Contributing to this preferential treatment is the extremely heavy reliance by state and local governments upon the regressive sales tax

which does not touch savings, expenditures for servants and similar allocations of wealth reserved essentially for the upper income groups.

3. The Eisenhower-Nixon Administration's shifting of the tax burden upon lower income groups was accomplished partly through transferring more responsibility for public services to state and local governments. This has forced a greatly disproportionate increase in state and local revenue requirements with the result that their indebtedness soared by 309 percent during 1946-58 as compared to a rise of only 5 percent in the national debt.
4. The precise reversal of the "ability-to-pay" principle inherent in sales taxes, as well as in levies on personal property and real estate, has sparked a grass roots revolt against such unfair and oppressive approaches to public financing. Too often we reap the harvest from this reaction in the tragic defeat of school bonds and other vitally needed community services and facilities.

These backward policies truly pose a serious threat to the economic, political and social well-being of our state and nation. California labor rededicates itself to support action by the legislature initiating steps toward a tax structure in California based on the principle of "ability-to-pay."

Until the federal government assumes its full responsibilities, California's legislature need have little trepidation about adopting progressive taxation principles since much of the impact upon upper income taxpayers is absorbed by commensurate reduction of their federal tax liability.

The achievement of this end can be furthered by the federal government itself by allowing a direct credit against its own income tax for income tax payments made to a state. A precedent for this already exists in the form of credits allowed against federal estate taxes for a portion of the tax payment made to states.

The preservation of the traditional division of governmental functions on an efficient basis must also be furthered through greater fiscal cooperation between local, state and federal governments. This can be promoted by increasing state aid to local subdivisions through such devices as tax sharing. The federal government's contribution can be made

through expanded grants-in-aid to states and localities, along with an income tax credit device shifting a measure of federal revenues to the states in exchange for a greater income tax effort on their part.

Finally, a deliberate distortion is being circulated today by Richard Milhaus Nixon to the effect that prohibitive state taxation is driving new industry away from our door. The bald-faced falsehood involved in this campaign tactic is exposed by *Business Week's* recently published plant site survey of its industrial executive subscribers. The responses to this survey gave California a runaway lead over her nearest competitors as the preferred location for new plants. This study underscores the fact that low tax rates are distinctly subordinate in importance as compared to the quality and quantity of services available insofar as the attraction of new industry is concerned. A state that does not take action to meet its growth needs and fully develop its resources, both natural and human, cannot hope to compete successfully for the attraction of industry, irrespective of tax lures.

Adopted, p. 27.

III

LABOR LEGISLATION

(a) 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 the Landrum-Griffin Acts and their replacement by the principles contained in the Wagner Act. We urge outright rejection of the current anti-labor campaign to destroy labor's collective bargaining power by making unions subject to anti-trust legislation.

Fifteen years of the anti-labor Taft-Hartley Act, supplemented in the past three years by the punitive provisions of the Landrum-Griffin legislation, have exacted a heavy toll from our society. In placing limitations upon labor's organizing and collective bargaining ability, particularly in the South and in "right-to-work" states, they have played a major role in delivering the nation into a chronic condition of lagging purchasing power and heavy unemployment.

The past year has seen the reversal of a number of the deeply biased interpretations handed down previously by the corporation-dominated Eisenhower appointees

to the National Labor Relations Board. The excessive pro-employer zeal of that Board was demonstrated by the fact that it was sustained in only one out of its six decisions reaching the Supreme Court during its 1959-60 term.

While organized labor is gratified by the results of President Kennedy's appointments to the Board, we recognize that even the most unbiased administration of bad laws cannot yield results that are in the public interest. We therefore fully reaffirm the analysis advanced by our previous conventions in relation to both the Taft-Hartley and Landrum-Griffin Acts.

Beyond this, it is most important that legislation be enacted along the lines proposed by the Kennedy Administration's reorganization plan in order that the Board may in the future avoid excessive delays in processing its caseload. Such delays have often worked severe hardships upon workers and their unions. Their elimination is needed to insure more orderly and stable labor relationships as well as to expedite justice to all parties.

While seriously handicapping workers' strength in collective bargaining, existing restrictive labor legislation has also served to effectively stall labor's efforts at further organization. Under certain conditions, these laws offer employers the tools with which to seriously weaken and even to destroy unions in many industries. Not content to wait for such a day, important segments of the business world have further anti-labor designs on their drawing boards.

The most prominent of these, and the most bald-faced in its intent, is the proposal to place unions under the business anti-trust laws, even though union activities were clearly exempted by the Clayton Act of 1914. The forces behind this campaign would limit labor to "local bargaining" even where the employer is a national corporation who can normally do quite handily without the services of one or two of his plants for an almost indefinite period. Even the most elementary student of our industrial society realizes that, unless the workers in all or many of the corporations' plants can take concerted action when an impasse is reached at the bargaining table, they may as well forget about it. To strike one plant out of a chain of 40 is tantamount to returning to a system whereby the individual worker, in a plant employing thousands of other employees, had no option other than confronting management with his individual demands for improved wages,

working conditions, vacation privileges, paid holidays, pension rights and the like.

The anti-trust proposals would also create a double standard of labor-management morality. Employers would remain free to make common cause either openly or tacitly while labor organizations, even those in the same company or industry, would be prevented from doing so.

The prospects for enacting such legislation are no more incredible than was the outlook for some of Landrum-Griffin's monstrosities in an earlier day. Ten years ago, even in the wake of the Taft-Hartley Act, few would have seriously concerned themselves over the possibility that employers would be granted the right to sue unions under certain circumstances and to expedite representational elections while labor was denied equivalent rights. Nevertheless, this is precisely what transpired three years ago.

None of the earlier restrictive labor legislation came to fruition without a careful campaign executed over a number of years. In seeking to ultimately weld the anti-trust proposal into law, the NAM and Chamber of Commerce spokesmen are today joined by their spiritual brethren of the ultra-right. In economic matters, there is very little that separates these business groups from the John Birch Society and the host of "patriots for a profit" currently sowing their anti-labor and anti-liberal toxins under the guise of anti-Communism.

The nation must abandon this path leading directly back to the dark ages of labor-management relations. The first step in this direction must be the removal of the Taft-Hartley and Landrum-Griffin amendments to the Wagner Act so that its basic purpose—the encouragement of free collective bargaining—may be fully restored to its rightful place in an industrial and political democracy.

(b) California labor places heavy priority upon the removal of major inequities in the state's labor-management relations statutes through the enactment of legislation to curb the issuance of anti-labor injunctions, establishment of machinery for the implementation of organizational and collective bargaining rights, repeal of the misnamed Jurisdictional Strike Act, and prohibitions against employment of professional strike-breakers.

California's labor laws remain seriously deficient in a number of areas affecting labor-management relations. These short-

comings have been spelled out by the policy positions adopted by our previous conventions.

The failure of the last session of the legislature to correct these inequities requires that this convention set a high priority upon the achievement of remedial action by the 1963 session of the legislature. We hereby declare our intent to press vigorously for legislation to:

1. Restrict the flagrant misuse of ex parte injunctions against bona fide activities of organized labor through the enactment of a state law patterned after the federal Norris-LaGuardia Act.

2. Establish impartial machinery for the democratic determination of collective bargaining rights for all employees engaged in intrastate commerce, with full application to agriculture.

3. Repeal the misnamed "Jurisdictional Strike Act" through which employers have secured injunctive relief against legitimate labor activities by promoting representation disputes through the establishment of company unions.

4. Prohibit the employment of professional strikebreakers.

5. Repeal the unconstitutional hot cargo and secondary boycott act, which is still in the Labor Code.

(c) California labor calls for comprehensive strengthening of the Fair Labor Standards Act by setting the federal minimum wage level at \$1.50 an hour, reducing the length of the standard work week, and extending coverage to the 16 million presently excluded workers, including those employed in agriculture.

Distinct improvements in the federal Fair Labor Standards Act took place last year despite Republican-Dixiecrat whittling down of the Kennedy Administration's original proposals. A two-step increase in the minimum wage for already covered workers will boost their protection to the \$1.25 hourly level by September, 1963. For the first time since FLSA's enactment, Congress extended coverage to 3.6 million additional workers. Unfortunately their minimum wage protection, set immediately at \$1.00 an hour, will not rise to the \$1.25 hourly standard until a series of increases are completed in 1965. Overtime protection, in the form of a 44-hour standard workweek, was postponed until 1963, although it also would be brought into line with the standard 40-hour requirement by 1965.

Despite these modest forward steps, the battle for converting FLSA into a truly meaningful piece of legislation is far from won. The 16 million workers who remain excluded from these protections are employed frequently in unorganized occupations and industries paying the lowest wages in the land. They often suffer excessive hours of work also, because they can be employed overtime at straight time rates of pay. The issue of their exclusion from coverage under the bare minimal protections of present law has significance even in our relationships with other nations in that an inordinately high proportion of these workers are members of minority groups.

To bring FLSA into line with the economic and technological realities of our day, the labor movement in California pledges its continued support for a comprehensive overhauling of this legislation. The Act's stated objective of ensuring a "minimum standard of living necessary for health, efficiency and general well being of workers" cannot possibly be met without enactment of a \$1.50 hourly minimum, together with extension of coverage to all workers, on a uniform basis. This includes elevation to full coverage of workers, such as those in food processing, logging and transportation, who are presently specifically exempted from some of its guarantees. The highest priority must be given to winning full coverage for agricultural workers in order to eliminate the extreme wage and child labor abuses suffered by the 2 million people employed in this industry.

We dedicate ourselves further to the campaign to conform FLSA's maximum hours provisions to contemporary facts. The 40-hour weekly standard remains tailored to the needs of our society as it stood more than 20 years ago. We affirm that there is nothing sacrosanct or immutable about the 40-hour standard. Instead it must be viewed, along with the laws' other provisions, as the primary vehicle for uniform minimum adjustments in wages and working conditions enabling the great majority of our people to attain benefits corresponding to the improvements in our economy's productivity. While it is true that collective bargaining must play a role in this readjustment, it is apparent that there are limitations upon this approach because of the vast numbers of unorganized workers.

A nation that has the productive ability to vastly improve living standards has within its power the means of also enriching life through greater leisure. Although we are not wedded to any

specific course of action in this regard, we concur with the national AFL-CIO's statement that consideration should be given to decreasing the standard hours in a workweek. In addition to expanding consumer purchasing power, this would serve the vitally important need for converting some of our increasing productivity into constructive leisure-time pursuits.

Unless significant steps are taken in this direction, we can rest almost certain that the nation will be plagued by increasing unemployment and other difficulties generated from our increased productive capacities stemming from automation and other technological changes.

(d) Organized labor calls upon the exercise of conscience by all Californians to assure enactment of a state Fair Labor Standards Act to provide at least the wage and hour guarantees recommended at the federal level, in Section (c).

Even if Congress fully accommodated organized labor's demands in the way of modernizing the federal wage and hour law, it would leave untouched the millions of workers throughout the nation involved in intrastate commerce. Because such workers cannot be directly covered by national legislation, it is critically important that California assume its full responsibilities in this area by enacting a comprehensive state Fair Labor Standards Act which will include agricultural workers. Such a measure should apply to male workers as well as women and minors. Although it should conform to the pattern we have already recommended for improving the federal FLSA, at the minimum its provisions must meet the following standards:

1. A standard workweek of 40 hours or less.
2. Time-and-a-half for overtime beyond 8 hours a day and the standard workweek with double time for employment exceeding 10 hours a day and 48 hours a week.
3. Authority for increasing minimum wage rates or lowering standard hours of any occupation if the circumstances warrant such action.
4. A requirement for employer record keeping and prominent posting of statutory provisions.
5. Effective penalties for violations.

The minimum wage established by such legislation should be no less than \$1.50. Such a rate is justified by the modest

standards set forth by the legislature as a guide for the Industrial Welfare Commission in the exercise of its authority to set minimum wages and other conditions of work for women and minors. The statutory instructions to the Commission are that the minimum 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."

The Commission last year updated the contents of the minimum budget for a single working woman. This budget has served as a guide to the Commission historically in its consideration of an equitable wage finding under the terms of the law. As of June, 1961, the budget established that \$2854.98 annually was needed to meet this criterion. Adjusted for a weighted increase of 1.13 percent in California's Consumer Price Index in the following nine months, this bare-bones amount had risen to \$2887.24 by March, 1962.

Assuming a 2000-hour work year, a minimum hourly wage of about \$1.45 would be required to meet this measure of the rock-bottom requirements of an unmarried working woman without any dependents. Moreover, as it stands, this budget has a number of serious deficiencies, the correction of which would bring the minimum requirement well above the \$1.50 level.

California labor commits itself to a strenuous effort to enact a state Fair Labor Standards Act. At the same time, we pledge our continued efforts toward winning similar wage and hour standards from the Industrial Welfare Commission in its current re-examination of all its wage orders with the exception of its agricultural order issued initially in 1961.

Adopted, pp. 27-28.

IV

AGRICULTURAL LABOR

(a) Hourly wages less than one-third those of non-farm workers are symbolic of the generally outrageous living and working conditions for agricultural workers. The plight of the farm worker remains as the most shameful blot on the image American democracy projects at home and abroad. Their plight demands firm action to grant farm workers the right to organize and bargain collectively, unemployment insurance; minimum wages and a host of additional protections considered stand-

ard by virtually all other workers in the 20th century.

Most importantly, the gross abuses inflicted upon domestic farm workers must be corrected through graduated cut-backs leading to the early elimination of temporary labor importation under Public Law 78.

American pride in the outstanding productivity of our farms must be tempered by the realization that the basically agricultural peoples of the underdeveloped portions of the world will look askance at our offers to lead them toward a better way of life as long as conditions of domestic colonialism for farm workers are tolerated here.

The tragic living and working conditions experienced by America's 2 million non-casual farm workers and their families, as outlined in our 1960 policy statement, are still with us although some modest progress has been achieved. They require barely any elaboration beyond citing a few accounts by sources that can hardly be accused of having any axes to grind.

Expressing a sentiment often repeated by shocked observers of the agricultural labor scene in all parts of the country, a New York World-Telegram and Sun article of October 23, 1961 asserted:

"I came away angry and sick from the tomato fields just 30 miles south of the glitter and wealth of Miami Beach. I found the same crude exploitation, the same dreadful living conditions, just 30 miles south of New York City."

The pitiful wage levels, along with the rootless and uncertain quality of existence for hundreds of thousands of American farm workers, were portrayed by the New York Times of July 16, 1961:

"John Morrison, 38-year-old migrant laborer from southeastern Missouri, dropped his hoe after ten hours of chopping cotton on the J. E. Pollard farm here (in eastern Arkansas) yesterday and collected \$3 for another day's work . . . His wife and their flushed 11-year-old daughter who had weeded cotton under the hot sun all day long alongside them, piled into their 1946 Buick along with the Morrison's 8-month-old baby and 9-year-old daughter (and headed for Michigan) . . . 'to see if we can find work in the cherry orchards'."

Two weeks later, the Times commented on other aspects of life for agricultural

labor as it is suffered in the enlightened State of California's Central Valley:

"Here in the heart of the nation's richest farm country, 400 members of farm labor families are sweating out the harvest in 18th century conditions. Most of the one-room shacks have eight to ten occupants. One spigot supplies water for the entire camp."

Despite some beginning reforms initiated under the Kennedy and Brown Administrations, very little of a truly basic nature has changed in the picture. American farm workers continue to receive the lowest wages and suffer the highest unemployment rate in the entire economy. Crippling competition from hundreds of thousands of workers imported from underdeveloped countries still plagues their existence. Although a few states have initiated workmen's compensation coverage and virtually meaningless minimum wage protections, California alone has availed them of the opportunity to participate in the state's unemployment disability insurance. Beyond such token recognition of the 20th century, farm workers remain universally excluded from standard legislative protections such as critically needed unemployment insurance coverage and safeguards for the right to organize for purposes of collective bargaining.

Although there were almost 3.5 million workers employed by American agriculture in 1961, not quite 2 million of these could be regarded as other than casual labor. This huge group, including migratory and non-migratory workers, averaged 134 days of work at agricultural pursuits during the year. Together with their non-farm employment, the total earnings of these workers during 1961 averaged only \$1054, of which \$881 came from farm wages.

The migratory portion of this non-casual farm labor force fared even worse. For an average of 109 days worked for farm wages, they received \$667. Combined with their non-farm earnings during the year, they grossed the grand sum of \$903 with which to keep body and soul intact during the year.

In reporting these deplorable statistics, the U. S. Department of Agriculture illuminated the picture further with this ironic note:

"Information gathered concerning skill levels possessed by those workers doing 25 days or more of farm wage work revealed almost one-half (46 percent) had spent a significant amount of time working with machinery. Thirty percent re-

ported driving a truck or tractor; another 9 percent had operated self-propelled farm machinery. Five percent had done repair or maintenance work and another 2 percent had operated or tended other kinds of farm machinery."

Composite hourly wages, including the value of free room and board when available, averaged only 83.4 cents nationally in 1961 for farm workers. This represented a 22 percent increase in purchasing power since 1947-49, as compared to a 40 percent rise for industrial workers, and left agricultural workers with hourly wages less than one-third those enjoyed by the unskilled non-farm work force.

Although public indignation had forced cut-backs in the foreign worker importation programs, these remained crucially important wage-cutting devices in the hands of agribusiness. Almost 309,000 imported workers were admitted for temporary employment during 1961, with Texas and California growers accounting for the employment of more than half this number. Mexican Nationals accounted for over 291,000 of the total. In October 1961, the more than 63,000 braceros brought into California under Public Law 78 were rather selectively distributed throughout the state's agriculture in a way best calculated to maximize their depressing influence upon all the state's farm crops.

Beyond this, many of the 230,000 Mexican citizens admitted during fiscal 1961 under temporary work visas or as permanent residents have been used to further growers' efforts to depress wages and working conditions. Additionally there was a total of almost 62 million border crossings (in both directions) by Mexican Nationals. The majority of these held jobs in border areas. Over 26,000 deportations or departures of illegally admitted Mexican workers were also reported for the year. Finally, the Puerto Rican farm labor program grew in 1961 to the point where it involved almost 14,000 farm workers.

The strategic utilization of these imported workers, from the standpoint of both domestic farm workers and small farmers, was most evident in the fact that 70 percent of the wages paid for all hired farm labor was incurred by only 5 percent of the nation's farms.

Much has been made of the wonders of American agriculture and its far more rapid productivity increases since World War II than were experienced by American industry as a whole. The American economy can rightfully take great pride

in this demonstration of agricultural efficiency and productivity.

But there is a second marvel involved in the story of American agriculture. It is the display of general silence and legislative indifference to the semi-slave mode of life foisted upon the millions of farm worker families who have played such a major role in making this model of economic abundance possible.

Do we really believe that we can continue to offer American agriculture to the underdeveloped nations as a prime attraction of our way of life if this moral callousness towards millions remains unaltered? Most of our farm workers, it should never be forgotten, are identified with the same "minority" racial and ethnic groups constituting the major portion of the peoples whom we are seeking to lead throughout the world. Certainly the darker skinned people of Asia, Africa and Latin America are intensely interested in harnessing the technology and techniques that have made American agriculture so prolific.

There is no reason to believe, however, that unless the bitter way of life spawned by this shameful maldistribution of technology's benefits undergoes a drastic and quick change for the better, the total package will be acceptable to these people.

In other words, we must reckon with this problem by asking ourselves basically whether we are attempting to persuade these nations of nothing more than the superiority of our modern agricultural implements and horticultural methods. Are these people not searching, instead, for a way of life offering more dignity as a result of equitable distribution of the abundance made possible by this technical know-how? Unless our horizons are expanded toward the latter orientation, we should not be shocked if we find in the course of the years that our technology was sought after while our social and economic philosophy proved repugnant to these basically agricultural nations.

The farm labor issue, in all of its domestic and international political ramifications, cannot be swept under the rug. The dual standards of social and economic justice consigning these workers to second-class citizenship must be removed by extending the socio-economic legislation of recent decades into this industry.

In reaffirming our 1960 policy statement on farm labor, we wish to call particular attention to the need for extending organizational and collective bargain-

ing rights, along with unemployment insurance and adequate minimum wage protection, to all farm workers. Another prominent need is extending to domestic farm workers the various benefits now enjoyed by the bracero in the way of guaranteed work time and health insurance, along with free transportation and housing.

Such reforms should be coupled with the improvement of job placement services for domestic workers, including the planning of itineraries of migrants to maximize employment. Safeguards are needed with regard to sanitary facilities and abuses at the hands of labor contractors. In addition, special programs must be developed to secure decent farm labor housing, particularly for farm labor families, and the provision of expanded facilities for farm workers' health, education and welfare.

At the state level, we urge the establishment of a permanent California Agricultural Labor Resources Committee to conduct studies and programs on all matters relating to agricultural workers' problems. This body must promote the development of an adequate skill base for domestic workers in order to maximize their employment opportunities. Furthermore, it must seek ways and means to assure the working farmer of a fair return on his investment and effort. On this latter point, it should be borne in mind that the importation of cheap labor inevitably places a ceiling on the return to the working farmer for his and his family's labor.

The ultimate goal of these reforms must be to rebuild our domestic labor supply and to provide dependable and skilled labor to harvest our agricultural products through raising the conditions of life and labor to a level of parity with other workers. This cannot be done without coming to grips with the bracero importation program which has decimated the supply of domestic labor through its accumulated adverse effect on domestic employment, wages and working conditions. The first step in dealing with this problem is outlined in the following section of this policy statement. But beyond that, the nation must embark upon substantial annual reductions in grower dependence upon labor importation leading to the early repeal of Public Law 78.

(b) The universal recognition of the bracero importation program's adverse effects upon wages and working conditions must be fully acknowledged by the federal government.

The law of the land will remain a meaningless mockery unless the Labor Department recognizes that avoidance of "adverse effect" means restoration of the conditions that would now prevail if it were not for the bracero program's use as a wage-cutting device. Based on wage and fringe benefit developments in industries closely related to agriculture during the bracero program's 11 years, this means average minimums of at least \$1.50 an hour in California for agriculture, the only major industry professing serious shortages of labor.

Without the passage of any additional legislation, the Kennedy Administration is in a position to take a major step towards correcting the long-standing injustices suffered by American agricultural workers. Indeed, just as was true of its predecessor, it is under a heavy obligation to take such action.

The language of Public Law 78 still provides, as it has in the past, that braceros may not be used in any manner which would adversely affect the employment, wages or working conditions of domestic farm workers. The Labor Department is to be commended for having held public hearings during the past year on the subject of "adverse effect." It left much to be desired, however, in its subsequent finding that bracero-users must pay minimums in various parts of the nation ranging from 60 cents to \$1.00 an hour in order to prevent adverse effect from occurring.

This ruling by the Labor Department utterly ignores the cumulative nature of adverse effect over the years. It fails to come to grips with the fact that what is needed is an approach that will measure the level of wages and the quality of working conditions that would be in effect today if it were not for the adverse effect inflicted over the years by the utilization of up to 500,000 braceros a year in American agriculture.

We affirm the basic validity of the yardstick for these purposes presented by the Federation to the Labor Department hearings early this year. Organized labor's suggestion was that, as the only industry in the nation professing a severe shortage of domestic labor over the past decade, agriculture would have had to grant relative improvements in wages and working conditions at least on a par with those experienced by workers in labor

surplus industries unless the normal workings of the law of supply and demand were disrupted by some external factor.

Using the closely related food and kindred products industry as a model, it was pointed out that the value of farm workers' wages and fringe benefits would have risen by at least 90.8 percent between 1950 and December 1961. Applied to agricultural wage rates in California, this would mean a rate generally around \$1.50 an hour. The Labor Department's order for a \$1.00 hourly rate applicable to the State of California underscores the fact that the administration of this law remains virtually as timid as ever in the face of the bitter opposition of the powerful agribusiness interests.

We call upon working people and the general public to make known their insistence that this statute be fairly enforced with respect to this issue. The matter has been reopened by the Federation in recent months as a result of a naked admission of the adverse effect of Public Law 78 on the part of the leading spokesman for California's farm labor associations. The contents of a confidential News Letter issued by the Council of California Growers in April 1962 were forcefully brought to the attention of Secretary of Labor Goldberg. This within-the-family communication declared flatly that, once deprived of foreign supplemental workers, growers would be forced to compete vigorously for domestic workers. Not only would this competition mean much higher wages. The publication also conceded growers would have to offer much more in the way of fringe benefits as part of a much more energetic labor recruitment effort than they have bothered with in the past.

Growers, farm workers, organized labor and aroused religious groups have long been intimately aware of both the existence and the degree of adverse effect caused by abuses of the bracero program. Unfortunately, this awareness has not been adequately reflected by many of the governmental officials and agencies directly responsible for policing this program in order to prevent grower exploitation of its inherent potential for adverse effect.

We call upon the American people and the Secretary of Labor to remove this matter from its third-rate status in the councils of government and to elevate it to the status of a top priority issue which it properly deserves.

(c) The successes already recorded by the reconstitution of the

Agricultural Workers' Organizing Committee on a coordinated basis with the AFL-CIO movement confirm that the agricultural workers' best hope continues to lie in the organization of their own trade union. In pledging our assistance toward the successful conclusion of this historic mission, the Federation urges all its affiliates and the general public to lend every possible cooperation and encouragement to AWOC's effort. Beyond the obvious interests of farm workers in this development, the stakes are extremely high for all working people, in terms of a more prosperous economy and more democratic representation in government.

As proved true in every other industry, permanent and meaningful improvements in the conditions of agricultural labor cannot take place on the basis of constructive legislation and impartial administration of protective statutes alone. Without an effective organization of their own, concerned with collective bargaining as well as with legislative and administrative issues, farm workers can never hope to attain the material standards and security already won by their counterparts in other industries.

We therefore wholeheartedly endorse the AFL-CIO's reconstitution of the Agricultural Worker's Organizing Committee for an effective drive coordinated and supported by the entire labor movement at the local, state, international and national levels. We are heartened by the solid evidence of steady organizational progress recorded by AWOC during 1962 towards redeeming the American promise to the near-forgotten people of agriculture.

AWOC has focused primarily upon the more stabilized portion of the farm labor force living and working in California's Central Valley. Its carefully coordinated operation has resulted in a number of major successes with a minimum of work stoppages.

The growers' contention that farm workers do not wish to be organized was answered beyond a shadow of a doubt in May when the National Labor Relations Board, in the instance of the V. C. Britton Company in Firebaugh, assumed jurisdiction over the question of whether or not production, maintenance and truck driving employees of the firm's alfalfa dehydrating plant desired AWOC as collective bargaining agent. For even the most casual observers in California, the

shattering 47 to 7 vote in favor of AWOC representation thoroughly dispelled any question that may have been raised by the growers as to the choice that would be made by the overwhelming majority of agricultural workers if such standard democratic rights were normally available to them.

The enactment of state and federal legislation extending this right to all of California's hired agricultural workers, of whom there were almost 367,000 during the month of September 1961 alone, would be of enormous significance to all working people in California. The organization of farm workers would unquestionably greatly hasten the unionization of thousands of additional workers employed in the processing and distribution industries serving the basic agricultural field operations, as well as workers employed in diverse occupations in the relatively unorganized rural communities of the state.

Beyond the obvious stimulus to effective purchasing power in the state, the organization of these workers into an effective action body would have a major impact upon the election of local, state and federal government representatives along with a vast brightening of the prospects for legislation of major importance to all workers.

In this connection, it must always be borne in mind that much of the strength of reactionary employer interests in the political arena stems from their alliance with the backward agribusiness interests who have thrived on the vacuum brought about by the lack of effective organization in California's rural areas.

In view of the tremendous stakes involved for all of California's working people, we dedicate ourselves to the vital job of mobilizing the labor movement behind AWOC's effort and the legislative reforms required to bring a semblance of economic and political democracy into the lives of our hundreds of thousands of agricultural workers.

In line with the AFL-CIO convention resolution of December 1961, we call upon all affiliated central labor councils, departments and local unions to support AWOC's efforts through financial assistance, coverage in their publications, cooperation in farm workers' legislative efforts, and by direct coordination with the actual organizing effort.

Adopted, pp. 28-29.

V

UNEMPLOYMENT INSURANCE

(a) The continuing high rates of unemployment and the uncertain predictions of future employment trends clearly indicate the need for enactment of President Kennedy's program for permanent improvement in the unemployment compensation program. The McCarthy-King Bill, which Congress chose to ignore this year, remains as an unfulfilled requirement for our modern industrial system.

Unemployment insurance, like unemployment itself, is a national problem. The 1958 and 1961 federal amendments were of a temporary, patchwork nature, and have left the major problem unmet. We cannot further postpone permanent federal standards legislation to instill effectiveness in our jobless pay system.

The shortcomings of the present state-federal program in the areas of coverage, weekly benefit amount and duration of the benefit period must be remedied.

Foundering of the entire wage-insurance system must be averted by reintroduction of the McCarthy-King Bill at the 1963 Congress and the marshaling of progressive forces in Congress to speed its enactment. As such, the McCarthy-King Bill would establish only a "rock bottom" level of federal standards as follows: states would have to raise maximums in three stages until they reached two-thirds of each state's average weekly wages and the benefit must be at least half of a man's gross weekly wage, subject to a maximum. It also included coverage of 3,000,000 persons presently ineligible and set up a permanent federal program of additional weeks of compensation for exhaustees.

(b) The deficiencies in the California program must be corrected irrespective of the needs for improved federal standards. This includes a more full and equitable collection of unemployment insurance tax from the entire employer community in order to finance a proper level and duration of benefits.

The employers in California have recently been able to prevent even the full application of their own system of "experience rating" which has milked the U. I. fund of reserves necessary to meet an adequate level of benefits.

The rapidly deteriorating fund balance in the U. I. program has given the employer community leverage with the legislature to hold down much needed benefit increases in the program.

An example of this sort of short-sighted behavior by powerful elements in the employer community was demonstrated in 1961. S. B. 994 (Dolwig) would have allowed each employer to remain at his relative rate by imposing a surtax of 1.2 percent on each employer's taxable wage base. This would have forced employers at the 3 percent rate to pay 4.2 percent in order to allow the employers who have been milking the fund to continue to enjoy a low "experience rate." Thus the employers who have been causing the low fund balance would have continued to enjoy low rates, on the order of 1.5 percent, and their less well represented colleagues, mainly small firms, would have had their rates shoot up to 4.2 percent.

The Federation vigorously opposed this inequitable measure and pointed out that it was a very bare-faced attempt to prevent the full operation of the very "experience rating" system which the employers themselves had devised in order to avoid paying the full unemployment insurance tax imposed by the federal government.

The financing provisions which finally emerged from the 1961 legislature included repeal of the flat 3 percent rate which goes into operation when the fund is less than 1½ times the outpayment of benefits. A third schedule was added on top of the existing two schedules to yield a higher return when the ratio of benefit payments to the level of the fund falls below 5 percent. The schedule had 12 steps, with rates ranging from 3 percent at the top to 1.7 percent at the bottom. The wage base for employer contributions was increased from \$3600 to \$3800.

However, this was a patchwork job, with many shortcomings. The shortcomings must be rectified by a program consisting of the following:

(1) An entire overhaul of the unemployment insurance tax structure, to provide adequate funding for a level of benefits appropriate to California. Employers who have been coasting on a reserve balance for years must be compelled to contribute greater sums to the unemployment insurance fund.

Variations in the tax rate and the narrowness of the tax base tend to aggravate the business cycle. One essential step in the development of a truly counter-cycli-

cal program is a sufficiently high taxable wage base.

In California, much of the actual wage bill is untaxed due to the unrealistically low taxable wage base of \$3800.

In addition to a higher taxable wage base it may become necessary to abolish "merit-rating" entirely or else modify the present system of experience rating by firm, by developing a system of rating the aggregate experience of the employer community.

(2) Increase, within a liberalized benefit schedule, the maximum weekly benefit payment from \$55.00 to \$70.00. The benefit table in the statute was compressed to \$28 steps in 1961. This should now be reduced to \$25 steps, and thus conform the unemployment insurance schedule to the UCD schedule.

(3) A benefit escalation provision, also based on the UCD formula, should be inserted into the U. I. program to provide increases above \$70.

(4) A provision should be made for dependents at the rate of \$7 per week for the first dependent and \$5 for each additional dependent within a maximum total dependency allowance of \$37.

(5) A provision should be made for the payment of the one-week "waiting period" on a retroactive basis to workers who are unemployed for more than one week.

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

(7) Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, employees of non-profit organizations and of political subdivisions of the state.

(8) Freeze base period earnings for persons suffering disability exceeding 60 days but not more than 2 years in duration.

(9) Extend eligibility to include persons receiving holiday, vacation or severance pay after a layoff period.

(10) Allow only one disqualification for benefits to be assessed on each set of facts.

These necessary improvements in California's unemployment insurance program can be financed only through a more full and equitable collection of unemployment insurance tax from the entire employer community.

Adopted, p. 29.

VI UNEMPLOYMENT DISABILITY INSURANCE

The significant improvements made in California's UCD program during the 1961 legislature must be protected and expanded. Effective elimination of the practice of "adverse selection" must be fully implemented at the administrative and judicial levels.

The Federation-sponsored legislation passed in 1961 over the opposition of the private insurance carriers represents a considerable victory for the working people of this state.

The \$5 increase in the maximum weekly benefit allowance to \$70, along with an annual benefit escalation clause, assuring a maximum benefit equal to two-thirds of average covered wages, has placed the benefit levels of this program at an acceptable level.

The re-establishment of the provision prohibiting approval of voluntary plans which practice the adverse selection of risks has been undertaken with the view of assuring solvency of the State Fund.

The private insurance carriers, who did not choose to accept the mandate of the legislature, but have instead continued to drag out proceedings before various courts and boards, apparently have no intention of ceasing "adverse selection" until the last stalling tactic has been exploited.

The Federation's vigilance in fighting this matter before various administrative boards and before the Supreme Court of California has given rise to the hope that this practice will cease sometime in the near future. There is hope that the carriers will start taking their share of the bad risks such as the aged, the low income and women.

Accordingly, the California Labor Federation calls for the following program in the field of UCD:

1. Effective termination of adverse selection through prompt enforcement of regulations by the Department of Employment in accord with the mandate expressed by the 1961 legislature.

2. Review periodically the financial position of the state disability fund to assure an "actuarially sound" level of operating reserves, and to provide for the escalation of the wage base in a formula geared to the escalation of benefits, so that the financial integrity of the state plan may be

maintained without playing into the hands of the private carriers who are reaching out desperately to find a way of retaining their subsidized position.

Further, the Federation supports the proposal that the workers' tax money be forwarded to the insurance carriers, the State Fund and the private carriers, on a monthly rather than a quarterly basis. This practice already exists in social security, and there is no reason why the workers' deductions should not be forwarded on a monthly basis.

3. The waiting period for all disability experience lasting more than one week should be compensated on a retroactive basis and completely eliminated in the case of accidents.

4. Full disability insurance coverage should be extended to all California employees presently excluded, such as domestic workers, employees of non-profit organizations and of political subdivisions of the state.

5. Unemployment disability insurance should be extended to an injury or an illness caused by or arising in connection with pregnancy.

6. The weekly benefit amount should be increased by \$7 for the first dependent and an additional \$5 for additional dependents with the total not to exceed \$37 in dependency benefits.

7. The trade dispute disqualification should be removed from the disability insurance program.

8. The provision allowing payment of hospital benefits directly to a hospital should be repealed.

9. The "freezing" and re-establishment of unexpired benefit rights by an individual, following an industrial disability with a duration of at least sixty days, but not more than two years, should be enacted into the statutes.

Inasmuch as the UCD program is financed by employee contribution only, there should be no objection by the employer community or by private carriers to improvements which would make this program a truly effective line of defense against the ill-effects of non-occupational disability.

Adopted, p. 29.

VII 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 1963 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 an appropriate 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.

The problem of rehabilitation has not gone unrecognized by other states. Seventeen states provide rehabilitation maintenance benefits. Fourteen states and Puerto Rico have a rehabilitation agency within the workmen's compensation agency. Recently, the State of Montana extended authority to provide maintenance benefits of up to \$30 a week in addition to the regular compensation benefit amount during rehabilitation.

In California, due to the stimulus of the Federation, this problem has received scrutiny for a number of years. In 1951, a State Senate Interim Committee on Workmen's Compensation expressed the shortcomings of the program in this respect in no uncertain terms. In 1955, the legislature set up a pilot study utilizing matching federal funds. In 1957 and 1959, the legislature continued this project. The Federation has introduced bills over the years to achieve this much needed reform, but has not met with success.

Although the labor movement has been the leading exponent of extending this right to injured workmen, we are by no means the only proponent of such a program. In December, 1955, a committee of the American Medical Association called for statutory provision for rehabilitation services. In April 1952, the regents of the American College of Surgeons declared rehabilitation to be the basic concept for an improved workmen's compensation system. The U. S. Department of Labor for some time has strongly recommended such provisions as maintenance income. In 1959, the Senate-Assembly Joint Interim Committee on Education and Rehabilitation of Handicapped

Children and Adults reported their interim findings, which included the need for rehabilitation of industrially injured workmen. In 1954, the U. S. Department of Labor made a major study of workmen's compensation laws. It cited rehabilitation as potentially the most significant improvement in the concept of compensation.

In 1959, the Joint Interim Committee on Education and Rehabilitation sponsored the introduction of a limited measure to provide rehabilitation training benefits. Both this and the Federation bill were defeated in 1959. Similarly in 1961, the Federation bill, AB 278, a very limited measure as amended, was passed by the Assembly but defeated in a Senate Committee.

Now that a full decade of study on this matter has been completed, the 1962 legislature can no longer escape its responsibility for action by approving more "face-saving" appropriations for continuing studies. It must act.

We believe that rehabilitation, as a matter of right, should be added to the workmen's compensation program through enactment by the 1963 legislature. Passage of a bill establishing the right to rehabilitation, however, is only half the battle. The task is administrative as well as legislative.

We are opposed to any selected system of referral on determination alone of the carrier or of the employer without supervision by the state agency. The state agency must retain the responsibility to insure that the injured worker is assured of rehabilitation and indemnity benefits. The state should be permitted to delegate but it may not abdicate its responsibility.

Mere provision by statute for the establishment of a rehabilitation program is no assurance that the injured workman will enjoy the statutory benefit. An essential ingredient for successful rehabilitation is the proper financing and organization of the state's administrative agency so that it can assure effective rehabilitation through the employment of our existing governmental and private organizations. Only a responsible state agency can assure such a team effort to rehabilitate the injured worker.

We believe that the mandate to the Industrial Accident Commission should be flexible, but with the requirement that any injured worker who potentially stands to benefit from rehabilitation services shall be entitled to such services as may be needed. Authority should rest

with the Commission to delegate its responsibility on referrals to doctors carefully selected on a consultant basis because of their special skills.

Effective rehabilitation can best be achieved through a system which provides for early identification of claimants with severe disability, or potentially severe disability, and with some supervision over the referral for rehabilitation evaluation and the rendering of rehabilitation services to such claimants. Rehabilitation necessarily begins when the doctor first sees the injured person and continues until the injured person has acquired his greatest possible skill.

As to the determination of just which injured workman should be entitled to rehabilitation, we do not believe that there is any magic in some arbitrary determination, such as 49 days of work-loss or some percentage of disability. On the contrary, we maintain that each case must be judged individually for the kind and amount of rehabilitation that may be necessary.

In justice to the injured worker, rehabilitation training benefits should be provided under the law in addition to all other benefits now provided.

The pilot study conducted by the state of California found that one of the major deterrents to the acceptance of vocational rehabilitation is the "inability of many injured workers to maintain themselves and their families adequately during the period of rehabilitation." This is in accord with the findings of the Joint Senate-Assembly Interim Committee of 1957-58 in its interim report. These studies indicated that the disabled employee and his family should not suffer serious reduction in living standards during rehabilitation.

It is quite important that the injured workman entering rehabilitation training be given statutory assurance that his weekly maintenance benefits will not be cut off for any reason until rehabilitation is successfully concluded with job placement. Omission of maintenance benefits would condemn a rehabilitation program from the beginning to an unsatisfactory state of accomplishment.

Any addition of rehabilitation benefits to the Code should not include the false notion that all permanent disability payments should cease either upon a successful rehabilitation or shortly thereafter. In our opinion, such a provision would betray a lack of understanding of the rehabilitation process.

The motivating principle is to get the injured workman back on the job with minimal disability. Hence, the primary consideration and goal in the process of rehabilitation must not be the reduction of any compensation allowance but rather the reduction of the disability. We believe that a successful rehabilitation must not terminate permanent disability benefits where in fact a permanent physical disability exists.

Permanent disability benefits are only a form of partial reimbursement for impairment. Rehabilitation does not remove physical impairment but merely helps the injured worker to lead a more useful life despite the impairment. If, in fact, the impairment is diminished through rehabilitation then the permanent disability rating will reflect that fact.

Where rehabilitation is terminated for any other reason than successful job placement, in no case should the regular benefits payable under the law be diminished on the basis that rehabilitation services were afforded the individual.

We believe that industry, and not the state, should bear the burden of restoring an industrially injured man to his fullest possible wage-earning capacity. Consistent with our firm conviction that industrial accidents and the cost of restoration are a part of industrial production, we recommend that the financing of an adequate rehabilitation training program be borne by industry. To assure proper financing, therefore, an adequate portion of the workmen's compensation premiums paid by the employer should be allocated to a special fund for the financing of a rehabilitation program.

(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 \$70 on the maximum weekly benefit amount for permanent and temporary disability respectively, subject only to the requirement that such weekly benefit payments not exceed an amount of \$150.

The wage-loss standard written into the California law in 1914 provides for compensation at 65 percent of average weekly earnings, reduced however, to 61.75 percent due to a provision that average weekly earnings be computed at 95 percent of actual weekly earnings.

This standard has been subverted by the imposition of 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 at \$70 a week by a ceiling on actual average weekly earnings of \$113.36. In the case of permanent disabilities, the maximum weekly benefit is held to \$52.50 by an artificial ceiling of \$85.02 on actual average weekly earnings.

The latest report on weekly earnings of injured workers in California by the state Department of Industrial Relations clearly indicates the devastating effect of these artificial ceilings. In September 1961, the report shows that approximately 39 percent of all employees injured on the job earned more than \$113.36, the amount of actual earnings necessary to qualify for the maximum disability benefit of \$70 per week.

Thus, 39 percent of the injured men and women, suffering temporary disabilities, did not realize the standard in the law. Of the men suffering temporary disabilities, a full 44 percent were being short-changed.

In the case of permanent disability, the situation is even worse. The statistics show that approximately 66.4 percent of the men and women 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. Taking men alone, some 71.9 percent of those receiving permanent disability allowances are being compensated at less than the legally established standard.

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 the nation.

We recognize however, the need for some limit on these allowances, and hence recommend a ceiling on average weekly earnings that would cut off the payment of benefits at \$150 a week for both permanent and temporary disabilities.

This benefit limit of \$150 per week would establish the operation of a full range of the stipulated wage-loss compensation ratio in the law for all persons earning less than approximately \$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 \$7.00 per week for the first dependent, and \$5.00 for each additional dependent, subject to a maximum of \$37 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.

As of May 1960, according to the U. S. Department of Labor, 15 states have adopted the concept of additional benefits for dependents.

(d) The 7-day waiting period should be compensated on a retroactive basis whenever the disabling injury extends beyond the duration of the waiting period.

The law's defect, in failing to provide for retroactive payment of the waiting period, must be remedied.

(e) In cases where 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.

Maximum death benefits are payable at the temporary disability rate of \$70 a week, unless converted to a lump sum. Regardless of the age of the surviving spouse, the same maximum governs the duration of death benefits.

In 1959, the legislature gave partial recognition to this problem by substantially increasing the present death benefit structure.

Rather than face the recurring problem of raising the death benefit amount as wage levels increase and the need for increasing weekly benefit payments occurs, the legislature should establish as much flexibility as possible in the law.

Translation of the present ceilings into duration periods demonstrates the point. A totally dependent spouse, without chil-

dren, of a deceased worker whose average weekly earnings were sufficient to qualify for the maximum temporary disability benefit would receive \$70 as a death benefit for a period of only 250 weeks, or approximately 4.8 years. A totally dependent spouse with minor children would receive the \$70 weekly benefit for 293 weeks, or about 5.6 years.

We are faced with the paradox, under the present system, of shortening the duration period of death benefits every time that temporary disability benefits are raised to a more adequate level.

An indication of the inadequacy of the duration period of 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 is based on 811 fatally injured workers. Of these, 640, or 80 percent, left widows whose median age was 42 years and 8 months. 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 rates would not begin to make up the support which the widow would have received had there been no fatal accident. The figures show that 63 percent of the widows were left with children under 18 years of age. Nearly 22 percent of the widows had three or more children.

These findings offer substantial justification for repealing the present death benefit structure and establishing the new criteria recommended.

Nine states, the District of Columbia and Puerto Rico currently make provision for continued payment of death benefits during widowhood.

The amount of burial allowance payable also deserves study.

This allowance should reflect more accurately the amount which is normally spent on the funerals of fatally injured workmen.

(f) To accomplish full coverage under Workmen's Compensation, provision must be made for mandatory extension of protection to domestic servants.

Domestics are presently excluded from the protection of workmen's compensation if they work less than 52 hours per week per employer, except where the employer voluntarily elects coverage.

The low coverage presently existing in

domestic service has led to a lack of factual information on the accident rate in domestic service. However, it appears that there is a relatively high accident rate generally attributable 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 deserve full consideration of the state legislature.

Injured workmen, who are given a permanent disability rating, suffer from a considerable lag behind adequate standards for this type of work injury.

A permanent disability rating of one percent entitles an injured worker to four weeks of compensation at the 65 percent wage-loss rate. For a 10 percent rating, the number of compensated weeks is 40 and thereafter the schedule provides 40 weeks of additional duration at the 65 percent compensation rate for each additional 10 percent of permanent disability incurred, until 400 weeks of compensation is provided for a 100 percent permanent disability rating.

Life payments are given only to those who have incurred a 70 percent or greater permanent disability. The maximum is a 60 percent life pension for a 100 percent disability rating.

Life pension compensation rates have not been increased since 1959. Both these rates and the duration period of 65 percent compensation before the life pension commences are in need of vast liberalization.

There can be no real compensation for a person who incurs a 100 percent disability rating. Such an individual should be entitled to a life pension that compensates him for 100 percent of his wage-loss.

The life pension schedule should be liberalized so that a 100 percent permanent disability draws a life pension at a wage-loss compensation rate of 100 percent. A system whereby the life pension compensation rate is the same as a permanent disability rating should be established for all ratings of 50 percent or more.

With regard to the duration periods of compensation at 65 percent before the life pensions take place, these should be at least doubled.

These liberalization proposals should be presented to the legislature in 1963 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.

The partial steps taken by the 1959 and 1961 sessions of the California legislature in the direction of providing for free choice of physicians by industrially injured workers at the expense of the employer and/or the carrier should be extended.

In 1959 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, but with the 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 1961, AB 333, a Federation bill, reduced from 14 to 12 the number of days permitted a carrier to provide a change of physician upon request.

Although we are mindful of the progress embodied in the basic step forward taken in 1959 and improved in 1961, it remains for the legislature in 1963 to make the final step and give the injured worker the full freedom of choice that he deserves.

(i) The procedures for establishing Workmen's Compensation insurance premium rates should be revised so that the minimum rates established by the Insurance Commissioner contain only a reasonable expense loading factor. The current expense loading factor of 38.35 percent is clearly excessive and diverts much needed benefits away from injured workmen and channels them into excessive commissions and profits for the insurance carriers.

The California Law Review of October 1961, carried an article entitled "Efficacy and Cost of Workmen's Compensation" by Professor Stefan A. Riesenfeld. The study indicated that the actual annual operating cost of the California State Compensation Fund is about 15 percent. On the other hand, the private carriers showed

an apparent expense ratio of about 35 percent.

Although the state fund enjoys certain advantages not available to the carriers, there is little reason to believe the carriers operating expenses should be three times as great as those of the state fund.

The state fund uses the additional income generated from investing funds and reserves to offset part of their operating costs. The effect of this has been to produce an apparent expense ratio of about 12.5 percent for the state fund over the 1948-1958 period.

Conservative estimates of incurred losses are another source of probable income. During the years 1932-1958, Riesenfeld points out that a gap of \$116,400,549 existed between the total set aside to pay workmen's compensation benefits and the losses actually paid in California.

A greater portion of the premium dollar should be allocated to benefits for the injured workman. This can be accomplished by reduction of the excessive expense loading factor.

(j) The method for computing the average earnings for purposes of temporary and permanent disability indemnity is in need of overhauling.

Those persons whose employment is for 30 or more hours a week and 5 or more working days a week are not faced with a problem other than the general inadequacy of benefits.

However, those persons who are working at an hourly wage rate and are employed in an irregular manner throughout the course of the year, due to construction or other patterns, are faced with grave difficulties in obtaining even the inadequate allowances provided by law.

Certain abuses have arisen wherein the average earnings of this type of workman have been grossly underestimated. Persons whose earnings are concentrated in a portion of the calendar year become victims of an injustice when their average earnings rate is computed at a lower rate than they would have received during the course of their actual employment.

Remedial legislative action is indicated in this matter.

Adopted, pp. 29-30.

VIII CIVIL RIGHTS

(a) While praising the progress made in the field of civil rights in re-

cent years, California labor reaffirms its position in support of issuance of a presidential executive order barring discrimination in federally-assisted housing or public facilities and by supporting legislation establishing a federal Fair Employment Practices Commission, barring federal aid to discriminatory apprenticeship programs, banning literacy tests to abridge voting rights, and enabling the Attorney General to sue on behalf of individuals suffering discrimination and to secure court enforcement of school desegregation orders.

Organized labor takes pride in the leading role it has played at both state and federal levels in winning the considerable civil rights accomplishments of recent years. But we would be disloyal to our democratic ideals, and grossly ignorant of the reality of America's political and social development, if we did not also understand that this progress is taking place too slowly for this late date in history.

Small but concrete steps toward equal rights, which would have been universally hailed as great achievements 50 or even 20 years ago, did not take place early enough or often enough to keep up with the demands of either American idealism or political reality. The rising level of expectations in the minds and hearts of all underprivileged Americans, and especially our racial minorities, makes it necessary that we raise our sights on what we want to achieve in our democracy.

No American with a generation's exposure to the basic ideals of our Constitution, Declaration of Independence and Bill of Rights will today passively accept second-class citizenship. Nor can organized labor, long the champion of the underprivileged in America, tolerate the continued denial to anyone of the basic rights we have come to regard as the birthright of all our people.

Our moral self-esteem and the nation's tarnished world image are not the only price paid by all Americans. Working people particularly are dunned with a never-ending series of payments of a very genuine bread-and-butter significance. Unemployed New England textile workers have learned the bitter lesson of maintaining one portion of the nation as a magnet powered by cheap labor and beamed at employers seeking special privilege. White workers in the South are also learning the price of discrimination against

Negroes through their own skimpy paychecks and inferior working conditions.

The entire nation pays dearly for the disfranchisement of the southern Negro via the reactionary congressional delegations from those states. It is through this bloc's voting power, and its tremendous control over most congressional committees under the seniority rule, that the Republican-Dixiecrat coalition has been able to frustrate liberal legislation over the years. This was again demonstrated in July, 1962, when 19 of 21 Democratic senators, who joined with 31 Republicans to narrowly defeat the modified King-Anderson Bill, came from the southern states.

In recognition of the fact that very little has as yet transpired in the way of federal civil rights legislation since 1960, we fully reaffirm the need for implementing the many needed programs elaborated in our 1960 policy statement.

This is not to say that there has not been any progress over the past two years. The continuing forward movement is reflected in the U.S. Civil Rights Commission's report last year that "more persons than ever before are exercising their rights as citizens of the United States." The Commission noted that the wide gap has narrowed between the promise of liberty and its fulfillment. It correctly attributed this to the American people's awareness that professions of belief in the dignity of man have meaning only if they are realized by all people in all aspects of life.

Although President Kennedy's program of civil rights legislation has yet to be fully unveiled, he has acted vigorously in strengthening his Committee on Equal Employment Opportunity. In contrast to the Committee's weak role under Richard M. Nixon, this body has ordered government contractors and subcontractors employing 15.5 million workers to file annual reports on their compliance with anti-discrimination employment requirements. The award of contracts to several firms has already been held up pending proof of non-discrimination. A similar scrutiny of the federal government's own employment and job promotion policies has been initiated, as has a voluntary cooperation plan with private employers.

At the federal level also, progress is reflected in the Interstate Commerce Commission's order banning segregation in bus terminal facilities. It is further seen in Attorney General Robert Kennedy's strong steps toward safeguarding

voting rights in the South and toward outlawing racial segregation in hospitals built with federal aid.

Even though the bulk of the civil rights programs supported by California labor are detailed in our 1960 policy statement, a few of the most pressing should be specifically noted at this time. They include legislation to:

1. Authorize the federal government to secure court enforcement of desegregation.

2. Empower the Attorney General to sue on behalf of persons denied their rights.

3. Establish a federal Fair Employment Practices Commission.

4. Subject state or local police officers to federal criminal penalties for brutality against minorities in an effort to force confessions.

5. Bar arbitrary use of literacy tests to deny voting rights, a measure unsuccessfully sponsored by the Kennedy Administration in 1962.

6. Withdraw federal aid from Apprenticeship Programs practicing discrimination.

In addition, the congressional advocates of equal rights for all citizens must be encouraged to leave no stone unturned toward changing Senate Rule 22 in order to end the filibuster.

In view of the extensive ramifications of discrimination in housing, perhaps the most critical step that must be taken is the redemption of President Kennedy's pledge to issue an executive order against discrimination in any activity related to housing where federal financial assistance plays a role. Identical action should also be forthcoming relating to any federally supported activity whatsoever inasmuch as services underwritten by taxes paid by all the people should be equally accessible to the entire citizenry. We fully concur with the high priority assigned to both these issues by national AFL-CIO's recent convention and urge a redoubling of their energies toward gaining affirmative presidential action.

While supporting the work of the UN Commission on Human Rights, AFL-CIO's boycott of South African products, and the AFL-CIO's training schools for people from underdeveloped nations, we reiterate our strong opposition to Soviet anti-Semitism and Arab discrimination against

American Jews and American firms employing Jews or transacting business with Israel.

(b) Continued progress in equal rights for Californians calls for further action by the 1963 legislature broadening existing prohibitions against restrictions upon housing availability, providing low and middle income replacement housing for families dislocated by urban redevelopment, and other related legislation. California labor's pioneering program to extend apprenticeship opportunities on an equal basis must be vigorously implemented and supplemented by aggressive measures to eradicate any vestiges of discrimination in our work places or within the house of labor itself.

Major strides in civil rights legislation at the 1959 session were supplemented by additional gains achieved at the 1961 legislature. Legislation was enacted relating to restrictive covenants and to non-discrimination in the transfer of real property in redevelopment projects. A related measure, although mild in its provisions, was aimed at stopping employment discrimination because of age.

Perhaps the most important development came in the form of extending the 1959 Hawkins Fair Housing Act to include Cal-Vet housing in its ban against discrimination in publicly-assisted housing. The Unruh Civil Rights Act, relating to public accommodations, has also been broadly interpreted by a Supreme Court ruling to the effect that real estate brokers may not discriminate against potential home buyers because of race, color, creed or national origin.

Previous policy statements have extensively reviewed the discriminatory patterns persisting in California, particularly in relation to the lack of open occupancy housing perpetuated partially on the ill-founded fear of declining property values, and the educational and other implications resulting from segregated neighborhood patterns. Since only limited action has been forthcoming in a few of the many specific recommendations advanced by the 1960 policy statement, we again reaffirm the need for early action on these issues by the legislature and the community as a whole.

Due to their outstanding importance, several issues should be singled out for top priority attention by the 1963 session of the legislature:

1. Amending the Hawkins Fair Housing Act to bar discrimination in the sale, lease or rental of all housing, except single unit dwellings occupied by the owner, and to provide for administrative enforcement by commission action.

2. Combining urban redevelopment with construction of low and middle income housing for displaced families, many of whom are members of minority groups, in order to avoid their subsidization of redevelopment through overcrowding and higher rents.

In the crucial area of apprenticeship training, the California Apprenticeship Council late in 1961 amended its rules to provide for fair and impartial selection of applicants regardless of race, creed, color or national origin. This action gave formal recognition to the apprenticeship opportunities committee of the California Conference on Apprenticeship established at the initiative of organized labor more than a year earlier. Among other accomplishments, two demonstration projects on "clearing houses for apprenticeship" have been established in Fresno and Los Angeles as a result of the committee's activities. We call for the broadest support for the Apprenticeship Council and the State Division of Apprenticeship Standards for their pioneering efforts in this area.

Organized labor in California recognizes the truth contained in the AFL-CIO's December 1961 convention declaration:

"We know that if fair standards and fair practices which we seek are to prevail in the community at large, we must not fail to practice what we preach within our own house of labor."

Labor's initiative in breaking down apprenticeship barriers in California is a major step toward implementing this philosophy. Another significant forward stride was realized by the decision of a number of international unions to set up civil rights committees and in other ways to place their organizations squarely on record against any remnants of discriminatory treatment within their ranks. With a view to rapid completion on all fronts of the war against second class citizenship, we call upon our affiliates to work closely with the Federation's Civil Rights Committee and to join us in unstinting co-

operation with the AFL-CIO Civil Rights Committee.

In the implementation of our program for state legislation, we pledge a continued close working relationship with the California Committee for Fair Practices.

The zeal displayed by our state and nation towards implementing these programs will be increasingly viewed throughout the world as the true measure of our dedication to the ideals of freedom and democracy. We must not make the mistake of believing that it is possible to withhold them from some of our people without seriously endangering their existence for all Americans.

Section (a) adopted, pp. 30, 31.
Section (b) adopted as amended, p. 31.

IX HOUSING

(a) Although the Kennedy Administration's omnibus housing program enacted in 1961 has had no equal since 1949, the nation nevertheless remains geared to an overall program incapable of meeting much more than half of its actual housing needs. Harnessing the federal government's ability to borrow money inexpensively remains the only possible way to achieve a truly mass housing market producing dwelling units at a 2.3 million annual rate. At least 200,000 of these units should be for low-income public housing, combined with adequate programs for moderate-income groups and to meet the special needs of senior citizens, agricultural workers and displaced families.

The massive scope of America's housing needs was confirmed by the recently published 1960 Census of Housing which counted 15.7 million dwelling units in deteriorating condition, dilapidated, or lacking in adequate plumbing. While some 5 million units still lent themselves to rehabilitation, the remainder were in need of total replacement.

The existing dilapidated housing, along with 5.7 million units scheduled to become substandard and 5.0 million more expected to be destroyed by disaster or other cause, add up to 21 million units that must be totally replaced between 1960 and 1975. This formidable total soars to a staggering requirement of 36 million additional dwelling units by 1975 when

allowance is made for formation of 14 million new families and housing to accommodate one million presently overcrowded families.

More than a fourth of our people are severely under-housed in many of America's decaying metropolitan centers and other communities across the nation. Although only 6 percent of the average city's tax monies come from its slum neighborhoods, almost half of its revenue is used in the prevention and cure of the crime, delinquency, fire and disease flourishing in these blighted areas.

Despite this terrific cost, slum removal and urban renewal remain painfully slow because segregated housing practices, together with lax building code enforcement, yield rich profits to landlords.

The central city's problems are further aggravated by the mass exodus of the more affluent portion of the population into the suburbs. Not only has the physical and spiritual quality of the core city deteriorated in the process but, in addition, suburbia itself has too often proved a mere extension of the metropolitan sprawl. Its generally unplanned character coupled with rampant land speculation has frequently left it without a tax base capable of coping with its educational, traffic, sewage, water and recreation problems.

This entire complex of problems grew steadily worse under the Eisenhower Administration's tight money policies and its indifferent attitude toward urban problems. Compared to a need for constructing at least 2.3 million dwelling units annually, our actual performance fell a full million units short of this mark during each of the Eisenhower-Nixon years.

The central truth surrounding the housing problem is that a mass housing market is possible only when governmental credit is unleashed to provide mortgage money at a cost within the reach of moderate income families. Because the principal of the mortgage loan is so enormous by the average consumer's standards, the monthly interest payment becomes a major element in the family budget.

The common misconception fostered by anti-labor elements, holding that high construction wage rates are responsible for lagging building activity, was thoroughly refuted last September in testimony before the Assembly Interim Committee on Governmental Efficiency and Economy. Prominent California homebuilder Edward P. Eichler, now Chairman of the

Governor's Advisory Commission on Housing Problems, asserted:

"By far the biggest single factor in the rise of housing costs during the past decade has been the great increase in the cost of land. Indeed, Eichler homes, along with many successful homebuilders, has experienced very little if any increase since 1950 in the cost per square foot of building the house itself. Land prices have skyrocketed."

Eichler attributed this, in part, to speculation in land and the lack of planning in metropolitan areas.

Last year, the Kennedy Administration succeeded in enacting the most significant housing legislation since 1949. The omnibus measure carried a total appropriation of \$4.9 billion. It authorized \$2 billion in urban renewal grants; construction of an additional 100,000 low cost public housing units; \$1.2 billion in loans for college housing; \$50 million in loans to local governments to acquire and repair mass transportation facilities; \$50 million in grants for communities to buy open space for parks; \$200 million in farm housing loans; and \$75 million in 100 percent loans for senior citizens supplemented by an annual subsidy of \$120 per family for certain hardship cases.

In addition, it permitted 35 and 40 year loans, with minimal down payments, to make it possible for middle income and displaced families to obtain housing previously out of their reach. Also authorized were 20-year-loans ranging up to \$10,000 for rehabilitation and modernization of older homes.

Mortgage insurance was extended to "below market rate" middle income rental housing sponsored by non-profit institutions, limited dividend corporations, co-operatives and certain public agencies. The Federal National Mortgage Association was authorized to purchase such mortgages under its special assistance program. This agency gained authority to purchase home improvement loans insured by FHA as part of the new home improvement loan program initiated by this omnibus measure.

FNMA's special assistance fund was increased by \$750 million while its unused balance of about \$200 million was authorized for use at the discretion of the President. Repayments of about \$150 million annually, received from FNMA's management and liquidation fund, were earmarked for special purposes for a period of four years. These funds were designed to help launch the new low rental housing program, the new home improvement

program, and also to support medium-priced sales housing in areas where FHA financing was less abundant, particularly in the South and West.

Authority was also given FHA for a major downgrading of its down payment requirements in the basic home ownership program. Discretionary authority was also given to this agency for cutting in half its mortgage insurance premium. The overall housing program was liberalized in many additional details.

Although the measure was marked by a refreshing emphasis upon meeting the housing requirements of ordinary American families, it must be recognized that its provisions constitute merely a first step towards really coming to grips with the full dimensions of the problem. Organized labor in California therefore re-dedicates itself to the enactment of truly comprehensive federal legislation designed to meet the pressing housing needs of all our people along the following lines:

1. Acceleration of residential construction to a rate of at least 2.3 million units annually, with a quickening of the tempo to 2.5 million units annually by 1970.

2. Construction of at least 200,000 low cost public housing units annually, with heavy emphasis upon accommodating low income families displaced by urban renewal and other public projects. Furthermore, the public housing program should be renovated along the more dynamic and flexible lines outlined in detail by our 1960 statement of policy.

3. Broad expansion of the limited low-interest (below market rate) long-term loans made available by the Housing Act of 1961 to families with incomes exceeding present public housing qualification standards but too low for entry into the private housing market. Such low cost loans would be particularly important in further development of cooperative and other non-profit housing which has already made it possible for many families to obtain decent homes at reasonable cost in a democratic living environment, frequently under the sponsorship of trade union organizations.

4. Provision of good moderate-cost rental housing through liberal financing assistance for families and individuals not interested in home ownership.

5. Major expansion and extension of the programs launched in 1961 to provide inexpensive housing for elderly couples and individuals. Housing of this type should be designed to meet the special

needs of the elderly in the way of special features and equipment. It should include easy access to adequate community facilities and services while, to the fullest possible extent, being integrated into the general community.

6. Revival of programs on a realistic scale to deal with the shocking condition of rural housing in America, including special attention to the shameful housing available to migratory farm workers and their families.

7. Elimination of housing discrimination practices barring millions of Negro and other minority group families from equal access to the housing market through vigorous federal action including a presidential executive order denying any type of financial assistance to the construction of discriminatory housing.

8. Requirement that prevailing wage standards be met in any housing construction involving federal financial assistance.

9. Urban renewal programs looking to the early removal of urban blight.

10. Coordinated programs of planning and development designed to offset the balkanization of our communities due to artificial geographical barriers. Closer integration of central cities with the mushrooming suburban areas must be pursued in a manner minimizing segregation based on income or racial lines. Sound metropolitan area planning can be greatly strengthened through broader federal financial aid to communities for acquisition of land reserves, community facilities and modernized mass transit systems.

(b) Organized labor pledges its unstinting support to a renewal of President Kennedy's campaign to give a voice to the 70 percent of our population residing in urban areas through creation of a cabinet-level Department of Urban Affairs and Housing to coordinate the multiple federal activities concerned with urban problems.

Working people in cities and nearby towns suffered a major blow early this year when Congress scuttled President Kennedy's reorganization plan to establish a cabinet-level Department of Urban Affairs and Housing.

Designed to coordinate the multiple governmental activities dealing with the many complex problems besieging urban residents, this long overdue measure was defeated by a coalition of Dixiecrat racism

and Republican insensitivity to the critical importance of these issues. The problems themselves cannot be long deferred without disastrous and irreparable consequences. Aside from the pressing urban housing and slum clearance dilemmas, they include the problems of mass transit, education, waste disposal, water supply, preservation of open spaces for parks and playgrounds, and comprehensive planning for community development and redevelopment.

Although the Census found in 1960 that 70 percent of our population are now urban residents, the House action in effect constituted a refusal to recognize that our days as a rural society are now long behind us. The attitude of the House of Representatives reflected the rotten-borough system of that body under which the rural 30 percent of our population controls 58 percent of the seats while chairing 14 out of 20 committees.

We do not believe that the American people are content to see their cities become ghost towns or cemeteries while the surrounding countryside is laid waste by short-sighted speculators and developers. In order to derail this seemingly blind and aimless momentum, organized labor in California pledges its assistance in the mobilization of public support for the enactment of legislation to create a Department of Urban Affairs and Housing in 1963. At the same time, we serve warning upon the sectional interests involved that a continuation of such a narrow-minded undermining of legislation so crucial to the great majority of our people will almost surely boomerang to their own detriment.

(c) The legislature must harness the state's credit, along the lines pioneered by the Cal-Vet program, in an aggressive effort to begin meeting the pressing housing needs of all California families, with emphasis on low and moderate income needs. We commend Governor Brown's initiative in securing enactment of legislation in 1961 creating the Governor's Advisory Commission on Housing Problems to develop recommendations by 1963 for meeting these needs and to cope with the consequences of speculation and our tax policies upon improper land use and development. For Californians, the stakes could not be greater since they involve a deliberate choice between a beautiful and prosperous

state or one destined for physical and economic blight.

Although California's home building rate has in fact been more rapid than that of most states, this has merely reflected the difference between its enormous population expansion during a period when population in most other states has increased less rapidly, remained relatively constant, or even declined. The annual swelling of the state's population by roughly 600,000 people has essentially offset new home construction, leaving us with a typical discrepancy between the supply of housing and the needs of our people. Certainly this is true in the case of the housing circumstances confronting specific disadvantaged segments of our population such as minority group members, low income families and the elderly.

In lieu of a truly adequate federal program calculated to offset these major shortcomings within the foreseeable future (see Section (a)), the state itself must assume aggressive leadership in meeting our housing needs. This is particularly true regarding the acute housing needs plaguing hundreds of thousands of low and middle income families to whom the housing industry itself has offered virtually nothing in the way of adequate housing in recent decades. Although the state has had access to ample sources of credit as the source of inexpensive mortgage funds until recently, it has not demonstrated the will of leadership necessary to inaugurate such an effort. It was therefore especially gratifying to observe Governor Brown's initiative in gaining the enactment of legislation in 1961 providing for creation of a 15-member Advisory Commission on Housing Problems.

The Governor subsequently provided vigorous and imaginative leadership in calling for a comprehensive study to be submitted before the 1963 session of the legislature. Primary emphasis was placed upon developing ways to provide better housing for the aged, agricultural workers, low income and middle income groups by both the private and public sectors of California's economy. The Commission was urged to find methods whereby the state could establish a climate favorable to enrolling private industry in an effort to meet the challenge. The advisory body was charged further with the responsibility for studying alternative methods for financing such housing through the use of state bonds.

Governor Brown also asked for an analysis of the economics of land use and

land development "with particular emphasis on the effect of tax policies and speculation on the range of choices which is or will be available." He suggested serious consideration as to the practicality of a program for state acquisition of land for open space and future development. Noting that the "primary responsibility for the direction of our growth lies with the state government," Governor Brown focused the issue for the Commission with the statement:

"We are faced with both a great challenge and a great opportunity. Will the doubling of our population merely cause an increase in all of our environmental problems in geometric progression? Or can we harness that growth to create a more beautiful and more prosperous California."

The Governor also joined hands with organized labor in the June 1962 primary elections in a concerted effort to win voter approval of a self-liquidating \$100 million state bond issue for loans to public and private agencies for acquiring and building low-cost rental housing for low income elderly and physically handicapped persons. The unholy alliance which successfully blocked this urgently needed measure via a lavish spending campaign included gubernatorial candidate Richard M. Nixon who evidently felt a need to prove once more that his stripes had not changed since recording a consistently special interest housing bias in both houses of Congress.

California labor recommits itself to press the legislature to pass meaningful public and private housing legislation in 1963 to supplement the still grossly inadequate federal programs for low-and-middle income families. Possible alternative approaches which could be utilized, spelled out in some detail in our 1960 statement of policy, include the following:

1. State subsidized public housing.
2. Limited dividend housing.
3. Housing by redevelopment companies.
4. Limited profit housing companies.
5. City-aided low rent public housing.
6. City-aided "no-cash-subsidy" projects.
7. City-aided rehabilitation of older structures.
8. Conversion of projects into cooperatives.
9. Mortgage facilities corporation and mortgage corporation financing.
10. State borrowing for reloan to pri-

vate builders of cooperatives and other projects under the Mitchell-Lama formula.

All of the above played a role in the effort of New York City and State to cope with their housing needs. The primary lesson drawn from the New York experience is that public credit is the key to low cost money and to ample money, without which meaningful housing programs are not possible. There is no good reason why the State of California should not at this point come to the service of its people in an area so vitally affecting individual, family and community well-being. Its credit could find no higher social purpose outside of the field of education.

Adopted, p. 45.

X EDUCATION

(a) **The nation's slow progress toward solving our glaring educational problems stems primarily from the regressive state and local tax structures, unequal financial resources of states and localities, and continued school segregation. Organized labor reaffirms its position that American education must be removed from its second-class status through a comprehensive federal aid to education measure providing funds to non-discriminating communities for classroom construction, teacher salaries and training, and expanded adult education programs, together with scholarship opportunities as broad as those extended to World War II veterans.**

Nothing could place in better perspective the nation's shameful neglect of education than the basic vital statistics concerning 1.46 million teachers. On the average, teachers were about 41 years of age with 4.5 years of college training and some 14 years of professional experience behind them. With an average annual salary of \$5389 nationally in 1960-61, teachers did not even remotely approach the compensation levels of other professional people with a similar depth of background. California's average teacher salary of \$6900 barely met the University of California's Heller Committee recommendations for a minimum \$6875 annual income for wage earners in September 1961 and fell dismally short of the recommended \$9742 standard for "junior professional families."

Is it any wonder, therefore, that 10

percent of our teachers decide to abandon their chosen profession every year in favor of pursuits better able to provide for their families' wants?

The quality of education available to public school students today varies greatly due to the financial resources available to individual school districts. We have some communities able to lavish over \$1000 annually per pupil on their schools while, at the other end of the spectrum, many communities are unable to come up with as much as \$100 on the average.

Sharp contrasts within each state are aggravated by the vast difference in resources allocated to education between the states. New York's average \$585 expenditure per child in 1959-60 contrasted with the \$217 average for Alabama. California ranked fourth among the 50 states in this respect with an average expenditure of \$494 annually. Essentially these discrepancies were based on the relative wealth of the states themselves. As an example, Delaware enjoyed an average personal income of \$16,000 for each child enrolled in public schools while Mississippi contended with an average of only \$4400.

Aside from the unequal revenue resources of the states and communities, the problem stems from the regressive sales and property taxes relied upon by states and local governments to finance the great bulk of their expenditures. The inequity of such an indiscriminately flat rate of taxation is evident since it exacts a much heavier proportionate toll from the helpless indigent than it does from a multi-millionaire.

Nowhere is the inequality of educational opportunity available to America's children more pronounced than in the Deep South. Despite the Supreme Court's 1954 ban upon segregated schooling, no more than 7 percent of all Negroes enrolled in public schools in 17 southern states attended schools integrated in some degree. In many northern and western areas, patterns of housing discrimination have yielded similar results.

This is where we stand at a moment when our school population is undergoing rapid expansion. Further complicating the situation is the fact that educational requirements are rapidly accelerating both from a standpoint of providing bread-winning ability and in terms of our capacity as a people to cope with increasingly complex social, economic and political problems at home and abroad. At a time when rapidly increasing tech-

nology demands a broader educational background and a more comprehensive skill base, we tolerate conditions promising to leave 30 to 40 percent of the young people entering our labor force during the 1960s without a high school education. As the national AFL-CIO recently pointed out, part of this is unquestionably due to the "middle-class bias" of our "intelligence" testing and our classroom materials, along with inferior facilities and services in low income area schools, inevitably robbing many children from such neighborhoods of an opportunity to develop their talents to the maximum capacity.

The perpetuation of unequal opportunity at this late date is appalling to organized labor. Our painfully slow progress in this respect is brought into focus by the continued pertinence in 1962 of the demand, voiced in 1829 by the Workingmen's Party of New York, for a school system "that shall unite under the same roof the children of the poor man and the rich, the widow's charge and the orphan, where the road to distinction shall be superior industry, virtue and acquirement without reference to descent."

Labor's historic dedication to the cause of public education was pronounced by the 1889 convention of the American Federation of Labor when it reiterated its support for "the greatest liberality in the expenditure of public monies by the United States and state governments to further and advance the cause of education of the masses."

Our historic belief in the importance of this principle has never diminished down to the present day. We were therefore gratified last year when President Kennedy, in urging enactment of federal aid to education, described the measure as "probably the most important piece of domestic legislation I have requested."

We remain deeply committed to early enactment of such legislation because of our awareness that the more progressive and uniform nature of federal taxation alone can insure adequate and equal educational opportunity in a nation of states and communities with unequal resources. Although purported concern over "local control" and other issues is advanced as the basis for opposition to the vitally needed federal aid proposal, we can have no illusions but that the actual basis for this position is almost invariably the preference of well-to-do interests for retaining the regressive state and local tax structures as the source of 96 percent of public school revenues. There can be no doubt

that it was this consideration, rather than "local control," which inspired gubernatorial aspirant Richard M. Nixon's 1960 tie-breaking vote in the U. S. Senate against an amendment to include teachers' salaries in a limited federal aid-to-education bill.

In order to cope with our expanding educational problems, we reaffirm our 1960 policy statement pledge of whole-hearted support for a comprehensive federal aid to education bill to provide funds for school construction, teachers' salaries, additional training for teachers, expanded adult education opportunities, elimination of illiteracy, and scholarship opportunities as broad as those offered to World War II veterans. This last-mentioned issue was placed in focus by the AFL-CIO's 1961 convention:

"Higher education, like elementary and secondary education, is a public function, not something to be sold and paid for by the immediate consumer, as in the case of a house or an automobile."

Such federal assistance must be made available only to governmental units and institutions abstaining from discriminatory practices. We must also avoid the danger of over-emphasis upon scientific education at the expense of developing our social sciences which, in the final analysis, are of unmatched importance in dealing with many critical economic, social and political problems confronting us.

(b) Labor pledges its support for greater tax equalization, removal of unrealistic restrictions on tax support for schools, provision of "in lieu" payments for state lands removed from local tax rolls, and overall planning to assure suburban development with adequate tax bases and land set-asides for school construction. Top priority must also be given to improving the quality of teachers attracted into our schools through salaries and conditions in line with other professions. The key to this objective is clearly the extension of organizational and collective bargaining rights to teachers.

We reaffirm our 1960 support for passage of school construction bonds and the widespread participation of working people and their representatives on school boards and similar bodies. In addition, we again draw attention to the

urgent need for local and regional master planning to avoid a scatter-shot distribution of housing without regard to tax bases for the schools or adequate land set-asides for school construction.

Local school districts are finding it increasingly difficult to finance their normal operations within present tax limitations, to say nothing of the difficulty of financing maintenance, repair and building expansion from presently available funds.

The failure of the federal government to provide the sums necessary to take care of an ever growing school population calls for a serious revision of statutory limits in California on local district taxing powers. Unless this is done, our schools may well decline to a point where only the most drastic measures can restore them to minimum standards of sound operation.

Just as California's constitution gives education first call upon the General Fund, so should the schools through their elected school district boards, have first call on local taxes without going to the people on every tax increase. Present state statutory limits on school taxes are based upon completely unrealistic assumptions concerning the value of education in a democratic society. This is one of our greatest social needs. To require election after election to secure necessary funds is needlessly burdensome upon school personnel, boards of education, and the citizenry. Therefore, organized labor urges the removal of the present limits on taxes that local governing boards can assess for the schools.

To compensate local school districts for lands taken by the state for public purposes, thus removing such property from the tax rolls, in lieu funds should be provided by the state in a program similar to the federal government's in lieu payments for federal lands removed from the rolls.

A step toward sound financing of schools, through equalizing taxes on a county-wide basis, failed of passage in the 1961 legislative session. This proposal would have banned the creation of "industrial islands" designed to deprive counties of the revenues normally gained from such property by designing these communities so that very few children reside within their borders. Organized labor urges the reintroduction of such legislation since county-wide tax equalization would go far toward providing the broader base of tax equalization necessary to the development of educational serv-

ices in the entire state, as well as to establish precedent for other long overdue equalization reforms.

We must recognize that the quality of teachers is every bit as important as the physical quality of the schools themselves. In fact, education cannot be strengthened unless the caliber of instruction is improved. This can be done by making the profession more attractive and secure through bringing salaries in line with those of other professions, maintaining and strengthening teacher tenure practices, and observance of professional standards.

But basic to all these improvements is the need to extend to teachers the right to belong to a union and to engage in collective bargaining. This right is increasingly recognized by the teachers themselves as their prime hope for supplanting the present paternalistic relationship of school boards and administrators to the teaching profession by a more dignified and democratic approach. The resounding victory given to the AFL-CIO affiliate in the recent election held among teachers in the New York City public schools is abundant proof of this recognition.

(c) Almost as insidiously as the Communist conspiracy itself, the ultra-right lunatic fringe, subsidized by the "right-to-work" segments of the business world, has singled out our schools as its prime target in an effort calculated to ultimately bear fruit at the polls. Capitalizing on misguided super-patriotism and general public apathy and indifference to local school district affairs, the radical right's "patriots for a profit" have emulated the tactics of Communism by employing the weapons of fear, intimidation and harassment. While reaffirming our dedicated opposition to all totalitarian groups, organized labor pledges its uncompromising fight against this anti-labor and anti-liberal movement.

The emergence of hundreds of ultra-right organizations throughout the state and nation poses a threat to America's democratic public school system almost as insidious as the Communist conspiracy. Where this hypocritical flag-waving force is headed, and what it has in mind for organized labor and liberal legislative programs, is hinted at by the radical rights' heavy subsidy from some of the most wealthy individual and corporate

supporters of right-to-work and illiberal social welfare legislation. This financial support has been documented by the national AFL-CIO in its directory of right-wing organizations.

The strategy behind the radical right's heavy concentration upon our schools was most convincingly validated by the overwhelming defeat of General Edwin A. Walker this year in the Texas Democratic primaries. Essentially it boils down to the frank realization that, at this stage, the ultra-right cannot hope for the support of the American people at the polls. As a consequence, it has emulated the tactics of Communism by embarking upon a deliberate and long-range effort to concentrate its forces at the most vulnerable level of our society. Our schools have been singled out as the primary target for two principal reasons:

First, local school districts invariably suffer from the active interest and participation of only a very small part of the citizenry. Moving into this vacuum of citizen apathy, a concerted effort by organized right-wing forces, masquerading as super-patriots and exploiting the tools of fear and intimidation, can have an impact upon a school district's policies far out of proportion to the actual numerical strength of such a group. Secondly, if they succeed in imbuing American education with a totalitarian-like rhythm, the Birchers and their big business allies know they have only to contend with the passage of time until a generation of indoctrinated youth takes its place at the polls.

The danger of the far right is that it projects over-simple answers to highly complex problems. Although it professes to seek greater unification of the nation, some of its less subtle spokesmen have discredited even that motivation. We literally tremble at the thought of our institutions in the hands of those who have charged even Dwight D. Eisenhower and John Foster Dulles to be Communists.

The unity sought by the ultra-right is therefore nothing more than the straight-jacket conformity of the totalitarian state. It is a unity designed to stifle the development of any creative approach to issues through the application of reason and free discussion. In their stead, they would have us accept a curriculum slanted toward narrow indoctrination through a heavy emphasis upon what the special interests consider "good old-fashioned Americanism." By imposing stringent tests of "loyalty" upon teacher candidates, only those could qualify who

espoused the most rabid anti-Supreme Court, anti-UN, anti-labor John Birch Society sentiments.

(d) Pressing consumer problems, along with the substitution of the ultra-right's more devious anti-labor and anti-liberal activities for the ill-concealed aims of "right-to-work," places an unprecedented responsibility upon the shoulders of our labor education programs.

Working people are in danger of being lulled into a false sense of security since the type of anti-labor campaigns now being waged rely upon much more devious tactics than was true of "right-to-work." Such a complacent attitude would be tragic since the moneyed interests behind the 1958 open shop campaign have never stopped pursuing their infamous objectives.

The only difference between 1958 and 1962 is a change in tactics. The right-to-work experience taught our reactionary elements that the time was not as yet ripe for such a frontal assault upon organized labor and liberalism. The lesson of 1958 was that much more spade-work was necessary and that the sledge hammer approach had to be traded in for a more subtle technique. As outlined in Section (c) of this policy statement, a ready tool was available in the radical right's "patriots for a profit."

Working people must be as alert to the dangers of this well-heeled and demagogic movement as they were of the open shop campaign. Just as there is more than one way to skin a cat, there are also diverse routes toward pawning off unsavory political and economic packages.

Labor's primary defense against this far-flung threat to political and economic democracy is the development of its labor education programs, as outlined in our 1960 policy statement. This means greater attention must be given to understanding the political forces at work in our society and developing greater rank-and-file participation in labor's affairs. That such efforts are needed more than ever before is apparent from the fact that employers are placing ever greater emphasis upon "employee education," public relations and political action.

We reiterate our 1960 support for expansion of our labor education programs, including the Federation's annual scholarship award program as necessary tools in this process. In addition, our consumer education activities must be accelerated

along with increasing support and cooperation with the Office of Consumer Counsel.

Adopted, pp. 45-47.

XI

SOCIAL SECURITY

(a) The disappointing defeat accorded to President Kennedy's "medicare" proposal serves to highlight the unmet needs of our 17.8 million senior citizens. Unfortunately the conclusive failure of voluntary programs to meet their compelling health care needs has not been recognized by this session of Congress. It is clear that the enactment of a full program of prepaid health care for the aged under the social security system must be made a prime issue at the next session of Congress.

The temporary success of the AMA and the insurance industry in marshalling a coalition of Republicans and Dixiecrats to defeat the Administration's "medicare" bill has left a number of issues still unresolved.

The defeat of alleged "socialism" during this session of Congress has done nothing to alter the fact that older people have lower incomes, less insurance and the highest medical expenses of any group in the country.

The aged, who will continue to live with illness that goes untreated or does not receive adequate and timely care, are not grateful to the AMA-insurance combine for saving them from this bogey man. Serious illness continues to be a major catastrophe and a cause of dependency and humiliation in old age. It continues to be a major source of anxiety to the aged. It continues to be a drain on those younger persons who are attempting to raise a family or send their own children to college.

The temporary victors of this battle over the dignity of the aged have made the claim that older persons already receive free treatment from their doctors. It would be an extremely revealing experiment to take a bus-load of the aged to the offices of each of these physicians and test their true generosity.

It is especially unseemly that the vendors of medical and surgical care have decreed that the public cannot provide a method of financing their hospital care. The King-Anderson bill represented a

very bare-bones approach to the actual needs of the aged. Surgical fees, which presumably are the principal concern of the medical profession, were not included in the King-Anderson bill.

An attempt to mollify these reactionary forces was made when the previous, more liberal, Forand approach was stripped of most of its best provisions, and reduced to a mere hospitalization and rest-home care financing bill.

Defeat of this measure has not changed the fact that people over 65 use nearly three times as much hospital care as people under 65. The annual rate of utilization per one thousand people is 2332 days for the aged as compared to 883 days for those under 65. It has not changed the fact that hospitalization is a more frequent cost for the aged. After age 65, nine out of ten are hospitalized at least once. Two out of three are hospitalized two or more times.

The salvation from make-believe "socialism" which the AMA has offered to us has not altered the fact that hospitalization of the aged lasts longer. The average hospitalized person over 65 stays in the hospital twice as long (14.9 days) as the average younger person (7.6 days).

Private individual health policies cannot possibly meet this problem. Their failure in the past, which was amply demonstrated in the case of California by the Assembly Interim Committee on Finance and Insurance report on the return per premium dollar given to purchasers of individual policies, will continue. The average annual private spending for medical care by people over 65 is nearly twice as much as that of the rest of the population. Half of the aged couples, where one or the other is hospitalized, have total medical bills of over \$800 in one year. Among the unmarried aged who are hospitalized, half have medical bills of over \$600.

Despite having higher medical costs than younger people, older people are less able to pay for medical care than younger people. The Social Security Bulletin for January 1962 has some very relevant statistics on the size of money income of the aged. In investigating the median money income of families consisting of two persons, it was found that families with the head-of-family aged 65 or more, the income was \$2,530 as compared to \$5,314 for those families with a head-of-family younger than 65. Thus it appears that for this size of family, the earnings

of those 65 was less than half of those aged less than 65.

Of those families enjoying an annual income of less than \$2,000, two-person families with a head-of-family 65 or more comprised 35.7 percent. On the other hand, those under 65 constituted only 18.0 percent of these low income families.

As to insurance coverage, only about half of the aged have any kind of hospitalization insurance at all as compared to about 70 percent of the younger people covered by health insurance. The insurance that the aged are sold is usually expensive, limited, and restrictive, and frequently can be canceled at the option of the insurance company. They also generally exclude pre-existing conditions. Presumably many of California's aged who are counted as being covered by private health insurance are among those receiving an average return of 44 cents in benefits for each dollar in premium paid.

The California Labor Federation strongly urges the entire congressional delegation from California to support President Kennedy in a renewed drive for health care for the aged through social security in 1963. Inasmuch as the medical profession has demonstrated itself to be non-amenable to even the most broad compromise, we suggest that a complete medical and hospital care program be proposed at the next session of Congress.

The greatly modified version of the Forand concept which was offered in this session of Congress, and the subsequent compromises offered to the medical and insurance industries, has clearly indicated that no compromise is possible with these groups. Therefore, it is incumbent upon the labor movement to push for a much stronger bill than the King-Anderson proposal.

The hand which extended the olive branch of reasonable compromise has been rudely struck down. Hence, we pledge an unremitting fight to win a full medical bill-of-rights for the aged.

(b) The extremely low income level of OASDI beneficiaries warrants extensive improvement in benefit and coverage provisions, as well as an adjustment for severe inequities, to be financed through increasing the contributory wage base from \$4,800 to \$10,000 annually, along with a rise in the employer and employee contribution rate as may be

necessary for proper funding of the social security program.

We recognize the gains made by the enactment of Social Security improvements in 1960 and 1961. However, those who have contributed a lifetime's work to building the nation's economy are still grossly under-compensated during their retirement years.

The average monthly old-age benefit awarded in February of 1962 was \$81.39. This sum compares most unfavorably with the normal take-home pay enjoyed by gainfully employed American people.

Aside from occasional statutory increases made in the benefit allowances, the increased cost-of-living which affects us all is not provided for. Provision, therefore, should be made for the escalation of benefits.

The breakthrough in eligibility for disability benefits, made in 1960, was welcome. However, removal of the requirement that permanently disabled persons must be 50 years old before they can receive benefits has not been a complete success. The unreasonably tight definition of disability and the delegation to states of the determination of disability has resulted in denial of benefits to many persons with substantial permanent disabilities.

To render OASDI's benefits commensurate with the needs, organized labor advances the following program to supplement the constructive features implemented during the last two years:

1. Raise the contributory wage base from \$4,800 to at least \$10,000 in line with rising productivity and earnings in order to make realistic benefits possible. If necessary, to maintain the financial integrity of the OASDI fund, the tax rate should also be increased.
2. Increase the minimum benefit level from the present \$40 to at least \$55. It is to be noted that raising the taxable base automatically increases the maximum benefits.
3. Compute benefits on years of highest earnings.
4. Extend coverage to all presently excluded workers.
5. Relax the overly-strict eligibility provisions for disability benefits.
6. Provide coverage for temporary disability on a national basis.
7. Extend full retirement privileges to

all at the age of 60. The present trend of reducing the age from 65 to 62 has been a definite sign of progress. However, the reduced payments provided to a man who does retire at age 62 is a matter that deserves legislative remedy.

8. Pay higher primary benefits to persons working beyond the age of 65. Those who continue to work should be allowed to more fully supplement their OASDI allowance.
9. Apply an escalator principle to benefits to insure against the impact of rising living costs for those drawing OASDI benefits.

(c) The California Labor Federation, recognizing the basic shortcomings of voluntary medical care programs, reaffirms its support nationally for comprehensive pre-paid medical care legislation and dedicates itself on the state level to revitalizing the drive for a state health care program.

Recent investigations of the voluntary health insurance picture, such as the California Assembly Interim Committee on Finance and Insurance Interim Report, indicate that the carriers' performance in meeting the health care needs of the general population is not much more impressive than it is in the case of the elderly.

The California legislature, in an interim report, determined that during the period 1955-58 the average experience of all individual health policy business in California was 44 cents in benefits for each dollar of premium collected. Group insurance, in part due to the salutary effect of collective bargaining, averaged a payment of 86 cents on the premium dollar during the same period.

Competition for the "cream" risks by commercial carriers has resulted in "adverse selection" against the non-profit plans. The duplication of sales staff by the carriers has contributed substantially to the inadequacy of benefits.

Although the development of voluntary plans did mark an improvement over the practically total vacuum which previously existed, it is clear that the health needs of the citizens of California cannot be adequately met in this manner.

Despite the enactment in 1961 of legislation attempting to set standards in private health care, the fact is that the administrative agencies charged with promulgating

these laws have principally concerned themselves with the interests of the insurance carriers rather than the users of medical and surgical insurance.

California labor calls for:

1. Enactment of statutes with inescapable language, directing the various commissioners and administrators of the state to draft and enforce regulations aiding and protecting the users of health insurance, with special emphasis on such items as the proliferation of proprietary hospitals regardless of need in special localities, the minimum loss ratios of individual health insurance policies and other issues raised by the Governor's Committee on Medical Aid and Health.
2. To assure our citizens of a proper amount of benefits for the premium dollar in the field of insurance, it is quite necessary that the Insurance Commissioner envision the duties of his office to extend beyond pursuit of cases of outright fraud and to include protection of the public against excessive charges and expense loading by the vendors of insurance. The Commissioner should exercise enforcement functions other than revoking the licenses of dishonest insurance agents and administering the liquidation of insolvent carriers.

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 means of all segments of our population.

Adopted, pp. 47-48.

XII

SOCIAL WELFARE

(a) We call for the comprehensive improvement of the public assistance programs and an easing of the restrictions which deny them to many persons.

It is ironic that at a time when so many other sectors of society, including the business community, are receiving governmental subsidies, so much mean-spirited criticism is directed at social welfare.

In 1961 the Bureau of Public Administration of the University of California published a document entitled, "Recent

Trends in Governmental Finances in the United States" by Frederick C. Mosher.

The study indicated that, as a percentage of the Gross National Product, total public expenditures for welfare in the United States constituted only 1.1 percent. An expenditure of 1.1 percent of our annual production of goods and services in one year does not strike the labor movement as being an unduly generous allocation of funds to aid the unfortunate.

We find that welfare constitutes 3 percent of all governmental general expenditures; that per capita expenditures on welfare amount to roughly \$19 per year.

We find that some of those persons most anxious to cut welfare expenditures are precisely those persons who are themselves feeding at the public trough through some sort of government subsidy. For instance, firms which exist solely by virtue of government contracts are found among the contributors to the taxpayers associations which lobby against efforts to alleviate the plight of the poor and miserable.

Organized labor regards an adequate program of public assistance as a second line of defense to the social insurance programs which provide benefits as a matter of right.

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 increase its share of total public assistance expenditures and to extend them to the area of general assistance.

We are greatly heartened by and support the achievements of the Kennedy Administration in extending Aid-to-Needy Children (ANC) benefits to families where the wage earner is unemployed and by the new emphasis on rehabilitation.

We endorse the following proposals for federal responsibility:

1. The Social Security Act should be amended to provide federal grants-in-aid to states for the purpose of encouraging each state to furnish financial assistance and other services to financially needy persons in the general assistance category.
2. The federal government should exercise greater leadership in assuring that assistance payments by states are at levels adequate for health and well-being, by developing minimum standards requiring periodic state

reports on budgets in use, and generally publishing material significant in indicating adequacy or inadequacy of appropriations and assistance payments in each state.

3. The federal government should exercise greater leadership also in stimulating and encouraging states to extend the scope and content and to improve the quality of medical care for which assistance payments are made.
4. The federal share of administrative costs for public assistance should continue at not less than the present 50 percent for the nation as a whole and for each state. We support the Kennedy proposal to provide 75 percent of the administrative costs for "meaningful services" to recipients.

On the state level, we will continue to give active support to the following:

1. Repeal of the archaic "relatives' responsibility" clause in the "categorical aid" programs for the aged and Kerr-Mills MAA (medical aid for the aged) program.
2. Automatic adjustment in the benefit levels of the "ANC" (aid to needy children) and "ATD" (aid to the totally disabled) programs to compensate for living cost increases. We were heartened by the action of the 1961 legislature in doing this in the OAS (old age security), ANB (aid to the needy blind) and APSB (aid to the partially self-supporting blind) programs.
3. Liberalization of the medical care benefits for public assistance recipients to provide inclusion of full inpatient care, and liberalization of the program for medical indigents.
4. Liberalization of the definition of disability in the disabled program. This program is currently limited to only those who are in need of "regular care." The program should be extended to provide for those whose mental or physical disability renders them unemployable.
5. Progressive reduction of all residence requirements in the "categorical aid" programs as well as for general assistance.
6. Allow public assistance recipients in the "categorical aid" programs to receive higher earnings without a reduction of benefits. The \$85 allowed in the ANB program could well serve as a guideline for other programs.
7. Continue our complete opposition to the imposition of liens and other forms of summary attachment.
8. Mandatory legislation for passing on all federal benefit increases to disabled-aid recipients, as it is currently done for the aged and blind.
9. State administration of the "categorical aid" programs.
10. Continued vigilance to protect the rights and uphold the dignity of public assistance recipients.

Finally, in regard to destitute individuals and families not covered by the "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 the 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 and district hospitals of all "categorical aid" and general assistance recipients without restrictions of any kind. The imposition of liens and similar forms of summary attachment should be prohibited. In no event should persons seeking admission to a county hospital be denied care if their property holdings are equal to or less than those authorized for the adult categorical aid recipients.

(b) The labor movement of California pledges utilization of its resources to defeat attempts to discredit and weaken the various welfare programs. In view of the recent attacks on the aid-to-needy children program in the state, the labor movement is obliged to reassert and expand its position with regard to this basic aid program.

Those reactionary forces traditionally critical of social welfare have questioned ANC's costs, the proportion of illegitimate

children receiving it, and the greatly magnified instances of fraud. A part of this blunt attack against human decency is manifested in an attempt to emphasize the racial and ethnic composition of ANC's caseload.

Labor in California maintains that human values must take precedence over dollar values. 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.

We strongly support legislation to develop adequately trained and sufficient ANC personnel to implement the program. We urge the elimination of waiting periods in all cases of family need.

(c) The California Labor Federation is deeply heartened by the impressive performance of the 1961 session of the legislature and Governor Brown's Administration in the welfare area.

With the strong backing of Governor Brown, major breakthroughs were scored in areas such as: removal of citizenship requirements in the old age assistance and the disabled programs; substantial liberalization of the "relatives' responsibility" requirement in the old age assistance law and complete repeal of this antiquated provision in the needy disabled and blind assistance programs; establishment of "cost-of-living" adjustment factors in the aged assistance and blind laws; and liberalization of property qualifications regarding home ownership in the adult categorical aid programs.

These major achievements were in addition to substantial increases won in monthly grants and the passage of other measures improving the overall quality of California's social welfare program.

The institution of a program taking advantage of federal grants to provide medical aid for "medical indigents" who are not on public assistance was also an achievement, although by no means an adequate substitute for medical care under social security.

Adopted, pp. 48-49.

XIII

FOREIGN POLICY

The California Labor Federation recognizes and supports the ne-

cessity for maintaining adequate military resources to deter and defeat the totalitarian Soviet menace and any potential aggressor nation and calls for 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 and prosperity for all the world's people.

In order to implement this policy, the Federation urges the development of a foreign policy program along these lines:

1. Adequate military strength to deter and defeat any aggressor.

2. Upholding the United Nations as the best hope for world peace and granting it the authority to implement its decisions on vital international problems. This includes defending the United Nations from attacks within the United States.

3. Revitalizing and broadening our various military and economic alliances towards effective economic, scientific, cultural and military cooperation.

4. Strong U. S. leadership in international programs promoting peaceful uses of atomic energy. We especially condemn the action of the Soviet Union in resuming bomb testing, and detonating a 50 megaton bomb last year. We approve the resultant action of the President in resuming U. S. testing as essential to our security and that of the free world. We support continued negotiations at Geneva in an attempt to arrange a truce in testing consistent with U. S. security.

5. Systematic elimination of historical colonialism and the modern Soviet colonialism and positive assistance in development of the new nations is absolutely necessary.

6. A continual and determined struggle against racial discrimination in the United States and the rest of the world, without which the free world cannot hope to win the full trust and support of Africa's, Asia's and Europe's captive peoples must be pursued. Further exposure and condemnation of racial discrimination behind the iron curtain of the Soviet Union must be part and parcel of the total program against this menace to human dignity and freedom.

7. Free elections under U. N. supervision in disputed areas to settle problems peacefully and democratically is highly necessary.

8. We support the Kennedy Administration's "alliance-for-progress" and ad-

vocate tightening of our ties with Latin America on a basis of equality, promotion of economic development and improved living standards.

9. An increased rate of economic growth in the American economy is necessary to implement an effective foreign aid program.

10. The California Labor Federation finds itself in agreement with the statements of President Meany:

"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."

The California Labor Federation further agrees wholeheartedly in the following statement which President George Meany made at the 1961 AFL-CIO Convention:

"We must, as part of our obligation to this nation, use our influence against the

so-called lunatic fringe element who have an idea that the future of America lies in the policy of isolation, a policy that ignores the problems of people all over the world, a policy that just says we will take care of ourselves. We have to use our influence against those on the extreme right as well as those on the extreme left who would lead us to disaster. We don't buy the coexistence propaganda. If the coexistence pledge of the Soviet Union meant anything, the greatest place they could have demonstrated that to the world was in Hungary in 1956, because there was a nation that wanted to coexist with their large neighbors. They were no economic threat to the Soviet Union, they were no military threat to the Soviet Union, they just wanted to live alongside the Soviet Union in peace. They wanted coexistence.

"Well, Russia failed in that test. It couldn't afford to have an atmosphere of freedom so close to its border. It might contaminate their own people. So we don't buy this propaganda, and we do not buy the propaganda that you are better red than dead.

"And we don't hold with the John Birch Society, which seems determined to take us back into the Nineteenth Century, and whose only consideration in this time of the nation's crisis is to tear down the character and the standing and the personality of the great leaders of this country.

"Yes, labor has a special job, because it is a bulwark of democracy. It always has been."

We add: "It always will be."

Adopted, p. 49.

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, 1962 general election ballot:

Proposition No. 1-A—\$270 Million Construction Bond Issue

Recommendation: Vote YES

Senate Bill No. 3—proposes a bond issue for the purpose of financing higher education facilities and other state institutions. Eighty percent of it would be allocated to the University of California, and the state colleges and junior colleges. The issue includes \$102 million for the University of California; \$100.5 million for the state colleges; \$20 million for junior colleges; \$29.4 million for narcotic control centers; \$14 million for mental hygiene institutions; and \$4 million for conservation and forestry camps.

Due to the extreme urgency of the projects involved, the bond issue should receive the support of all responsible citizens. The Federation strongly supports California's commitment to provide its most able young people with a college education, and to meet the essential needs of such important state agencies as Mental Hygiene, Corrections, Youth Authority, and Conservation.

Recommendation adopted, pp. 49-50.

Proposition No. 1—Compensation of Legislators

Recommendation: Vote YES

Assembly Constitutional Amendment No. 9—proposes to authorize the legislature to raise its salary from the present \$500 per month to an amount unspecified but not to exceed an annual amount equal to one-half of the annual salary of a member of Congress on January 1, 1962. The maximum would become half of \$22,500 or \$11,250.

The increasing importance of the functions of the legislature calls for a high caliber of individuals to serve as legislators. Such individuals will be forthcoming only for an adequate amount of compensation. This particular proposal, unlike Proposition No. 17 on the same ballot, does not raise retirement benefits for legislators. Both this proposition and Proposition No. 17 could be voted for, in good conscience, by the citizens of California. The proposition which receives the highest number of votes will take precedence over and nullify the proposition

which received a lesser number of votes in the event that both are approved by the public.

Recommendation adopted, p. 50.

Proposition No. 2—Veterans' Property Tax Exemption

Recommendation: Vote YES

Assembly Constitutional Amendment No. 70—provides for extension of the benefit of the veterans' property tax exemption to veterans purchasing a single family dwelling owned by a nonprofit cooperative housing corporation or trust as part of a housing project organized and operated under the National Housing Act, if the purchaser is otherwise qualified for the exemption.

A small number of veterans have financed their homes through a non-profit cooperative wherein each buyer purchases a home under an "occupancy agreement." The entire project, however, may be covered by a single deed of trust. Because of the wording of the present constitutional section, these persons who would otherwise be qualified for a veterans exemption have been unable to satisfy the requirement of being the "legal owner" of interest in a home. Passage of this amendment would permit approximately 14,000 single dwelling units to enjoy the long-established veterans' property tax exemption.

Recommendation adopted, p. 50.

Proposition No. 3—Veterans' Tax Exemption Changes

No Recommendation

Senate Constitutional Amendment No. 20—would limit eligibility for the veterans' \$1000 property tax exemption after 1962 to those who enter the service from California with an exception for all of those who are residents of the state at the time that the amendment becomes effective. It would also extend a community property provision to include a widow or widower of a veteran and in certain cases a surviving mother or father. Under the present law a widow loses the exemption upon the death of her husband. The proposition also extends benefits to husbands and widowers of female vet-

erans on the same basis as wives of male veterans.

Recommendation adopted, p. 50.

Proposition No. 4—Assessment of Agricultural Land

Recommendation: Vote NO

Assembly Constitutional Amendment No. 4—would authorize local government to enact ordinances permitting owners of agricultural property to receive an assessment based on the value of the property as agricultural land rather than an assessment on its true value as urban subdivision land or other use. Back payment of the difference in tax levels plus six percent interest for the preceding seven years would be required when the land is converted from agricultural to other use.

No special tax relief should be given to persons who have enjoyed a great increase in land values. Local government can scarcely afford to provide services in new growth areas as it is. Special low assessments on large blocks of farm land which are held off the market would make the situation worse. Assessors should be able to use market value as a guide rather than face the problem of determining what land is agricultural and computing the amount of difference on which taxes are to be paid in arrears when the land is sold for other use. Rather than aggravate urban sprawl by encouraging the holding of blocks of farm land on the outskirts of cities and contributing to a hodge-podge of local assessment practices, the voters should turn down this unjustifiable tax exemption.

Recommendation adopted, p. 50.

Proposition No. 5—Workmen's Compensation

Recommendation: Vote YES

Assembly Constitutional Amendment No. 72—would grant the legislature the power to provide for the collection of a payment of an award to the State Subsequent Injuries Fund in the case of an accidental death of an employee without dependents.

Proposals for use of a no-dependency death assessment are not new in California or in the nation. Shortly after the first World War, legislation was passed in California which diverted no-dependency assessments into a special fund for rehabilitation. In 1922, in Yosemite Lumber Company versus the Industrial Accident Commission, the State Supreme Court held this method to be unconstitutional.

In 1929, the Legislature enacted a law

requiring employers to contribute \$300 to the subsequent injuries fund in cases of no-dependency death. In 1930, the State Supreme Court applied an extension of the earlier doctrine that employers could not be assessed for benefits to be paid to the employees of other employers. Nationwide we find that 26 states use the no-dependency assessment method of financing their subsequent injury fund. However, California faces the issue of unconstitutionality. This problem can be removed by approval of Proposition 5.

Forty-five states have subsequent injury fund laws. However only two states, California and Pennsylvania, finance the funds entirely by the general fund appropriation. It is time that California place at least part of the financial burden on the employer community.

Recommendation adopted, p. 50.

Proposition No. 6—State Bonded Indebtedness

Recommendation: Vote NO

Assembly Constitutional Amendment No. 12—provides that the laws creating state indebtedness or bond issues must be approved by two-thirds of each house before being submitted to the people. Presently a two-thirds vote is required only if the bond issue is to be submitted to the people at the primary election. The proposition would also provide that future bond issues must be statutes rather than Constitutional Amendments. It would repeal the existing constitutional provisions on prior bond issues but would continue them as statutes.

This proposition would make it considerably more difficult to submit bond issues to the people. It should not be made easier for a small minority of one house of the legislature to deny the people an opportunity to vote on public improvements.

Recommendation adopted, p. 50.

Proposition No. 7—Revision of State Constitution

Recommendation: Vote NO

Assembly Constitutional Amendment No. 14—empowers the legislature to propose a revision of the State Constitution to be voted on by the people without calling a constitutional convention.

Extensive revision of the Constitution presently requires action by a constitutional convention. Under the current

system amendments presented to the people by the legislature may not encompass substantive revision.

This proposition would enable the legislature to present a revision to the public, without holding a constitutional convention.

The method of revision by constitutional convention was established for the purpose of giving the various groups which comprise the population of California a voice in determining what changes are going to be presented to the people. The delegating of this determination to legislative staff rather than convention delegates would represent a weakening of the influence of the public on this vital process.

The current provisions for deletion of obsolete phraseology are an adequate device for trimming the constitution. Constitutional changes needed in a specific subject matter are presently provided for by the amendatory process which has been used on so many occasions.

Recommendation adopted, p. 50.

Proposition No. 8—Legislative Rules of Procedure

Recommendation: Vote NO

Assembly Constitutional Amendment No. 21—permits the legislature to hear bills after the 20th calendar day following its introduction rather than the present 30th calendar day. However, the House would not be allowed to vote on the bill until 30 calendar days had elapsed after introduction. The legislature would also be allowed to recess for a period not to exceed ten calendar days and to exempt those ten days from being counted in the limitation on the duration of general sessions.

This speed-up would raise considerable difficulty for those organizations, such as the Federation, which are charged with following the whole spectrum of proposed legislation and at the same time vigorously advocating a broad legislative program of their own.

Recommendation adopted, p. 50.

Proposition No. 9—General Obligation Bond Proceeds Fund

Recommendation: Vote YES

Assembly Constitutional Amendment No. 40 — authorizes the legislature to establish a "General Obligation Bond Proceeds Fund" and to place the proceeds of all general obligation bond is-

sues into the fund. Accounts would be maintained in the fund, keeping separate and distinct all moneys deposited, and funds would be paid out only in accordance with the law under which they were raised. The legislature would be authorized to abolish or re-establish funds whose proceeds are transferred into the General Obligation Proceeds Fund.

This proposition would enable the legislature to establish a more efficient administration of bond sale proceeds.

Recommendation adopted, p. 50.

Proposition No. 10—Extension of Welfare Exemption to Leased Property

No Recommendation

Assembly Constitutional Amendment No. 24 — permits extension of the welfare tax exemption for religious, hospital or charitable purposes to property leased for a period of 99 years (excluding houses or dwellings). The exemption would be applicable only to improvements by the lessee in accordance with procedures and limitations adopted by the legislature. The extension of the exemption would occur in any given county only if it is made effective by a county ordinance.

Proposition 10's tax exemptions on leased property would apply only to values added to real estate after a 99-year lease became effective. Leased land and any existing buildings on that land would remain taxable. Only increases in assessed values, especially new construction or improvements to existing buildings would be tax-exempt. Property now on the tax rolls would remain taxable under the provisions of this proposition.

Recommendation adopted, p. 50.

Proposition No. 11—Property Taxation on Historic Landmark Areas

Recommendation: Vote NO

Senate Constitutional Amendment No. 12 — proposes that structures of historical significance within historical landmark areas established by state law or by city ordinance be assessed in consideration of "no factors other than those relevant to the use to which the property will be put during the tax year." The owners of such structures must agree to pay increased tax rates if the use is changed during a year and pay the increased taxes for the five preceding years if the law or

ordinance establishing the area is repealed.

The designation of a historical landmark area must be made specifically by the legislature before this privilege of less-than-full assessment can be claimed.

This proposal does not contain sufficient safeguards against the possibility of political pressure by owners of land of extremely slight historical significance for an exemption. This proposition contains many of the shortcomings of the other proposal for under-assessment, Proposition No. 4.

Recommendation adopted, p. 50.

Proposition No. 12—Aid to Widows of Wartime Veterans

Recommendation: Vote YES

Senate Constitutional Amendment No. 24 — would provide that state money or credit can be used in aiding widows of veterans who served during time of war, in acquiring or paying for farms or homes.

This attempt to extend the Cal-Vet program to widows of veterans who would be eligible if living appears to be a commendable use of the state's credit. Legislative action can limit it to widows who have not remarried.

Recommendation adopted, p. 50.

Proposition No. 13—Extension of College Property Exemption

Recommendation: Vote YES

Senate Constitutional Amendment No. 32—extends the non-profit college tax exemption to all grounds within which buildings are located and used exclusively for purposes of education. The present provision exempts only the first one hundred acres.

This proposal would facilitate the growth of private colleges and alleviate the over-crowding of public college facilities.

Sufficient remedies exist, under present law, to ensure that such exemption rights are not abused. The constitution presently provides a test to determine if the property is used exclusively for education.

Recommendation adopted, p. 50.

Proposition No. 14—Sale of Tidelands

Recommendation: Vote YES

Senate Constitutional Amendment No. 38 — permits the sale, subject to condi-

tions imposed by the legislature, of tidelands within two miles of any incorporated city, city and county, or town, reserved to the state solely for street purposes, when the legislature declares that they are not in use and no longer necessary for navigational purposes.

The particular wording of this proposition limits its effect to the waterfronts of San Francisco and Sausalito.

Passage of the proposition would enable the legislature to make decisions about the disposition of these lands.

Recommendation adopted, p. 50.

Proposition No. 15—County Tax Appeals Boards

Recommendation: Vote YES

Assembly Constitutional Amendment No. 7—permits counties with populations in excess of 400,000, when so authorized by the legislature, to create Tax Appeals Boards by ordinance. The Boards would constitute Boards of Equalization and would equalize valuation of taxable property in the county. The County Board of Supervisors would fix the compensation of the members and adopt rules of procedure. The legislature would fix the number of Boards, the number, qualifications, manner of selection and terms of members. A procedure is also provided for discontinuance of such Boards.

The large counties, such as Los Angeles, have a huge number of appeals annually. This high case load and the legal time limitations for hearings have made it difficult for the supervisors to devote necessary consideration to appeals. This amendment is permissive only and would enable the large counties to make efficient provision for the hearing and adjudication of appeals.

This proposition would allow the counties of Los Angeles, San Francisco, Alameda, San Diego, Orange, and Santa Clara to set up Boards, if they desire to do so.

Recommendation adopted, p. 50.

Proposition No. 16—Elimination of Obsolete and Superseded Provisions in the State Constitution

Recommendation: Vote YES

Assembly Constitutional Amendment No. 11 — proposes to make the constitution a more workable document by eliminating certain obsolete and superseded sections.

Recommendation adopted, p. 50.

Proposition No. 17—Compensation of Legislators

Recommendation: Vote YES

Senate Constitutional Amendment No. 1—would permit the fixing by law of a new maximum salary of \$10,000 per year for legislators. This proposition would enable the legislature to enact a law increasing their salaries from the present \$6,000 per year to a maximum of \$10,000 per year. It would allow corresponding automatic increases in legislative pension levels. Proposition 17 differs in this respect from Proposition No. 1, the other legislative pay raise proposition on the same ballot. The Federation endorses both Proposition No. 1 and Proposition No. 17. In the event that both of them pass, the one receiving the higher number of votes will eliminate the other.

Recommendation adopted, p. 50.

Proposition No. 18—Alcoholic Beverage Control Appeals Board

Recommendation: Vote NO

Senate Constitutional Amendment No. 9 — would provide for staggered 4-year term appointments of the members. They could be removed by the Governor or legislature only for "cause." The Board presently serves at the pleasure of the Governor. The proposition would also modify the present language regarding appellate review of decisions of the Department of Alcohol Beverage Control by the Appeals Board. The review powers of the Board would be redefined to include determination as to whether the findings are supported by substantial evidence in the light of the whole record viewed in its entirety, including the body of evidence opposed to the Department's findings.

This proposal would convert the Appeals Board into a constitutional court and diminish the rights of the accused. The proposal would change the method of review to a trial de novo.

Recommendation adopted, p. 50.

Proposition No. 19—Increasing Public Officers' Salaries During Term of Office

Recommendation: Vote YES

Assembly Constitutional Amendment No. 52 — amends the constitutional limitation against increasing compensation of any county, township or municipal officer after his election or during his term of office in order to permit compensation

adjustments of board, commission or council members serving staggered terms whenever any such members become eligible for salary increase by virtue of a new term of office.

This proposition would enable the various political subdivisions to pay all of the members of a given board or commission the same salary regardless of when they were elected.

Recommendation adopted, p. 50.

Proposition No. 20—Boxing and Wrestling Contests

No Recommendation

Assembly Constitutional Amendment No. 57—proposes that the legislature may amend the Boxing and Wrestling Initiative Act of November 4, 1924, but shall have no power to prohibit wrestling and 12-round boxing contests.

Recommendation adopted, p. 50.

Proposition No. 21—Election of Superior Court Judges in Counties with Population Exceeding 5 Million

Recommendation: Vote YES

Assembly Constitutional Amendment No. 48—provides that name of incumbent superior court judge shall not appear on the ballot when he is the only candidate filing nomination papers and a petition for nomination is not filed within 20 days after closing date, signed by 100 registered voters indicating a write-in campaign will be conducted. It also provides procedures for petition to conduct write-in campaign at general election.

This proposition would serve the interests of democracy by shortening an already overly-long ballot. At the same time, it does provide adequate safeguards for those who desire to oppose an incumbent judge.

Recommendation adopted, p. 51.

Proposition No. 22—Amendment of Osteopathic Initiative Act

Recommendation: Vote YES

Senate Bill No. 19 — proposes to grant the legislature the power to amend the Osteopath Initiative Act of 1922 and to repeal that Act and transfer the functions provided by it to the Board of Medical Examiners when there are forty or less licensed osteopaths. It would also provide that the Board of Osteopathic Examiners would retain the power to enforce certain provisions of the Medical Practice Act as

to osteopaths. However, those qualified osteopaths who have elected to designate themselves as "M.D." will be subject to the jurisdiction of the Board of Medical Examiners.

The merger of the California Osteopathic Association with the California Medical Association is now an established fact and needs only further implementation by favorable passage of Proposition 22 by the voters at the November election for total completion. The passage of this proposition is only one segment of the many facets of procedure already accomplished which have been necessary for the merger of the two professions.

The merger is not contingent on passage of Proposition 22. Approximately 2200 of the 2400 osteopaths in California have already taken the title "M.D."

Recommendation adopted, p. 51.

Proposition No. 23—Senate Reapportionment

Recommendation: Vote NO

Initiative Constitutional Amendment—would increase the number of senatorial districts from 40 to 50 and provide for their apportionment. It would require the election of all senators in 1964 and one-half of them every two years thereafter. Under its provisions, the additional 10 districts would be allocated as follows: 5 for Los Angeles County and one each for the counties of San Diego, Orange, San Francisco, Alameda, and Santa Clara. Requires 1963 Legislature to fix boundaries in those counties having more than one senatorial district. Further requires the legislature, after the 1970, and each subsequent decennial federal census, to reapportion senatorial districts on the basis of population, geographical area and economic affinity, but provides that no county shall have more than six districts and no district shall contain more than three counties.

In evaluating Proposition 23, we do so with an acute awareness of the far-reaching deficiencies of the California Senate. But these shortcomings, as has often been pointed out, lie conspicuously in the Senate's committee system. This system has prevented badly needed legislation from coming to the floor where, in view of the recent composition of the Senate as a whole, it surely would have been enacted.

Proposition 23 would do absolutely nothing to break this committee system. As it would affect the composition of the Senate, it is highly probable that it would operate to the detriment of working peo-

ple by reducing the liberal majority by two votes. Further retrogression would be in prospect in 1971 when the legislature would again be required to redraw Senate district lines.

While offering working people a prospect of deterioration rather than improvement in the quality of the Senate, enactment of Proposition 23 would also indefinitely postpone the passage of a reapportionment proposal more genuinely based on population considerations. The lapse of more than 30 years since the last Senate reapportionment initiative was approved offers striking proof of the likelihood of prolonged delay in store for a truly liberalizing reapportionment measure if this proposal should become law.

Debate on committee recommendation, pp. 51-57.

Roll call vote, p. 57. Recommendation adopted, p. 57.

Proposition No. 24—Louis Francis Amendment

Recommendation: Vote NO

Initiative Constitutional Amendment—completely revamps present protections in the state constitution concerning subversive activities.

This proposition would gravely jeopardize traditional freedoms by replacing the state constitution's present safeguards against subversion with a wholly irresponsible new article replete with vague, uncertain and ambiguous terms and findings. The present law's adequacy can be judged by the language of Section 19 of Article XX.

"Notwithstanding any other provision of this constitution, no person or organization which advocates the overthrow of the Government of the United States or the State by force or violence or other unlawful means or who advocates the support of a foreign government against the United States in the event of hostilities shall:

"(a) Hold any office or employment under this State, including but not limited to the University of California, or with any county, city or county, city, district, political subdivision, authority, board, bureau, commission or other public agency of this State; or

"(b) Receive any exemption from any tax imposed by this State or any county, city or county, city, district, political subdivision, authority, board, bureau, commission or other public agency of this State.

"The legislature shall enact such laws as may be necessary to enforce the provisions of this section. (New section adopted November 4, 1952.)"

The frightening dangers for American freedom and democracy contained in Proposition 24 must be viewed within the context of the radical right's idiotic charges of communism against individuals such as former President Dwight D. Eisenhower, John Foster Dulles and Chief Justice Earl Warren. With this type of hysteria rampant in certain quarters, the latitude placed in the hands of a wide variety of officeholders and agencies by Proposition 24 could be extremely dangerous.

Section 3 of this proposal, for example, provides that an organization may be found to be a Communist-action or a Communist-front organization by any officer, court, board, commission, agency or other body of the United States Government; by any appellate or superior court; by the grand jury of any county; or by California's Attorney General. Beyond this, there are no procedures or safeguards as to how the investigation or hearing is to be conducted nor as to the manner or means of making such a determination. American legal traditions are to be cast out the window by granting the role of prosecutor, jury and judge to any one of the many individuals or bodies involved. The right to confront a nameless accuser would be denied. The same would be true as to the right to appeal to a higher body.

In itself, Section 3 is enough to warrant the bitter opposition of anyone familiar with labor history or the abuse of unrestrained power in the hands of despotically inclined office holders of either the right or the left.

Of the many additional potentials for excess, a few more need specific atten-

tion. Section 7 meshes with the ultra-right's overall effort to capture our schools and to indoctrinate students with an anti-labor and anti-liberal philosophy by singling out teachers, including University of California and state college staff members, as distinct from all other public employees. Loss of teaching certificate and/or dismissal from employment is to be made the price for refusing to answer any questions relating to present and past membership in or support of a "subversive organization" when subpoenaed before a federal or state legislative committee. Past experience has abundantly demonstrated the dangers of such a procedure when such powers are placed in the hands of unscrupulous and self-seeking persons.

Finally, Section 10 permits mere affidavits to establish proof of disloyalty by an assessor in denying tax exemptions. Thus, the tax assessor in each community is to be set up as the local authority on loyalty matters. Since grand juries, individuals and other bodies would also be delegated such powers under Proposition 24, character assassination and the blanket of conformity would fall with unprecedented weight upon communities where the radical right is already an effective political force.

The long-standing record and policy of organized labor in California demonstrate our firm conviction that subversive activities must be eradicated. There is no question in our minds, however, that the present provisions of Section 19 of Article XX, in conjunction with comprehensive federal statutes, are far superior to the vague and uncertain proposals contained in this suggested initiative.

Recommendation adopted, p. 59.

RESOLUTIONS--PART 1

State Administration of Telephone Company Welfare Plans

Resolution No. 1—Presented by California State Association of Electrical Workers, Los Angeles.

Whereas, All Pacific Telephone and Telegraph Company employees are covered by the Bell System pension, sickness and disability plan in lieu of Workmen's Compensation Insurance, and in lieu of State Industrial Commission's Act; and

Whereas, The management and supervision of said plans is in fact subjected to complete administrative judgment by the Pacific Telephone and Telegraph Company, the Pacific Telephone and Telegraph Company Northwest, and the Bell Telephone Company of Nevada; and

Whereas, Employees of the Pacific Telephone and Telegraph Company, the Pacific Telephone and Telegraph Company Northwest, and the Bell Telephone Company of Nevada are not protected by State law against unfair treatment and discrimination as other industrial employees are in the State of California, Oregon, Washington, and Nevada; and

Whereas, The Pacific Telephone and Telegraph Company, the Pacific Telephone and Telegraph Company Northwest, and the Bell Telephone Company of Nevada management throughout the System administers a program that tends to intimidate and discriminate against employees submitting claims to these plans; and

Whereas, The said employees do not have an effective means of correcting these unjust acts; and

Whereas, There are no California Oregon, Washington, or Nevada State laws or appointed commissions set up to supervise the administration of the Bell System pension, sickness and disability plan; therefore be it

Resolved, That the fourth convention of the California Labor Federation urge the California, Oregon, Washington, and Nevada State legislators to enact legislation or appoint a commission providing for supervision of the administration of the Bell System pension, sickness, and disability plan.

Referred to Committee on Legislation.
Adopted, p. 93.

Extension of FEPC Jurisdiction

Resolution No. 2—Presented by Hospital and Institutional Workers No. 250, San Francisco.

Whereas, The California Fair Employment Practices Commission has played a vigilant and instrumental role in helping to eliminate the blight of racial and religious discrimination in employment opportunities; and

Whereas, One of the greatest areas of job discrimination based on race and religion has been the non-profit corporations such as hospitals, sanitariums, facilities for the aged, as well as in the treatment of agricultural workers; and

Whereas, The Fair Employment Practices Commission, by statute, has no jurisdiction over non-profit institutions nor agricultural workers; as these classes are specifically exempted from its coverage; and

Whereas, These classes of employees desperately need any type of statutory protection for available job opportunities; therefore be it

Resolved, That the fourth convention of the California Labor Federation, AFL-CIO, in conjunction with the various Civil Rights Groups and its affiliated Central Labor Councils sponsor those necessary legislative amendments to the Fair Employment Practices Act, which would remove those exemptions presently enjoyed by non-profit corporations and agricultural employers.

Referred to Committee on Legislation.
Adopted as amended, p. 118.

Alliance With Racial and Minority Religious Groups

Resolution No. 3—Presented by Hospital and Institutional Workers No. 250, San Francisco.

Whereas, Segregation and employment restrictions based on race or religious beliefs are morally wrong and constitute a grave danger to the growth of the American Labor Movement as well as to our democratic society; and

Whereas, The unending struggle for equality of opportunity must be won for all Americans in all sections of our country, regardless of race, creed and color; and

Whereas, The goal of extending equal rights and job opportunities to all persons

has been an historic task of the California Labor movement; therefore be it

Resolved, That the fourth convention of California Labor Federation instruct its Civil Rights Committee to strengthen its alliance with the many California racial and minority religious groups to pursue those programs which will help to provide equal opportunities and rights for all people in our state.

Referred to Committee on Resolutions.
Adopted, p. 31.

Unemployment Inequities

Resolution No. 4—Presented by California State Council of Carpenters, San Francisco.

Whereas, There is need for remedial legislation to correct the inequities in the Unemployment Insurance Code which gave rise to the Wheeler case; and

Whereas, A. B. 908 and A. B. 909, both of which died in committee, were specifically designed to serve this need; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in 4th convention, sponsor the introduction of similar or identical amendments at the next session of the legislature.

Referred to Committee on Legislation.
Adopted, p. 120.

Unfair Accident Settlements

Resolution No. 5—Presented by California State Council of Carpenters, San Francisco, and Bldg. & Constr. Trades, State Council, San Francisco.

Whereas, Determination of the weekly benefit in compensation cases on the basis of average annual earnings is harmful to the interests of the injured workman; and

Whereas, An injury may occur at any time after a workman enters the work force without regard to the existence or lack of prior earnings; and

Whereas, The working man should be insured against the hazard of loss of earning ability regardless of tenure in the work force; now, therefore, be it

Resolved, That the 4th convention of the California Labor Federation, AFL-CIO, sponsor the introduction of an amendment to Section 4453 of the Labor Code designed to provide that the weekly benefit amount of Workmen's Compensation Insurance shall be based on the hourly rate of pay of the injured workman at the time of injury.

Referred to Committee on Legislation.
Filed, p. 118. See Policy Statement VII (j).

Regulation of Non-Accredited Trade Schools

Resolution No. 6—Presented by Los Angeles Allied Printing Trades Council; Los Angeles County Federation of Labor; Automotive Lodge No. 1186, Los Angeles; Allied Printing Trades Councils, So. Calif. Conference, Long Beach; Labor Council of San Diego County; Machinists, Liberty Lodge No. 795, Maywood.

Whereas, There are operating, in the State of California, private, profit-making Trade Schools; offering courses in a large number of skills and trades, including Graphic Arts; and

Whereas, These institutions are unregulated, so long as they refrain from offering Diplomas, Certificates and Degrees or using such terms in their advertising; and

Whereas, Considerable fraudulent and misleading advertising is used to entice students to these schools; and

Whereas, The term of instruction is often inadequate to meet even the minimum requirements of a first-year apprentice; and

Whereas, The quality of instruction and material is unknown and doubtful; therefore be it

Resolved, That the California Labor Federation, in fourth convention, instruct its representatives to have suitable legislation drawn up toward the enactment of regulations for administration by existing State Commissions; and be it further

Resolved, That such regulations shall include:

1. Regulation of advertising content to assure accurate information as to job availability in a given trade or skill and length of time required to adequately learn such trade or skill.

2. Requirement that such schools be licensed by the State of California.

3. Establishment of minimum standards of instruction and material for each trade or skill being taught.

4. Establishment of minimum term of training for each trade or skill so taught.

5. Requirement of fulfillment of placement promises, if any, offered as inducement to enroll in said school.

6. Provision of methods of policing and enforcing the above regulations.

Referred to Committee on Legislation.
Adopted, p. 87.

Federal Action For Civil Rights

Resolution No. 7—Presented by Dining Car Cooks and Waiters No. 456 and No. 582, Oakland.

Whereas, Discrimination, segregation and deprivation of civil rights on the basis of race, color, creed, national origin or ancestry transcend local and state boundaries and affect every section of the nation; and

Whereas, Such discrimination is widespread in employment, housing, education, public accommodations, travel, voting, law enforcement and other areas of community life and activity; and

Whereas, Such discrimination is crushing the hopes, thwarting the aspirations and blighting the lives of millions of Americans; and

Whereas, Such discrimination deprives the nation of the full benefits of the contribution which millions of minority group Americans seek to make to the economic, political, and social advancement of the community; and

Whereas, In the world of emerging peoples and rising expectations, discrimination at home undermines our efforts to provide leadership abroad for safeguarding and expanding democracy in the world-wide fight against Communism and other totalitarianism; and

Whereas, Past progress toward equal rights required both programs of community education and cooperation, and government action; and

Whereas, Continuing obstacles and resistance to equality are the consequence not only of prejudice and custom but also of organized action by public and private groups and institutions; and

Whereas, Particularly in the Southern states the machinery of state and local government and community institutions has been employed to perpetuate discrimination and repress human rights in defiance of constitutional principles and court decisions; therefore be it

Resolved, That this fourth convention of the California Labor Federation, AFL-CIO, favor a comprehensive program of federal legislation and executive action to promote better human relations, safeguard civil rights, and foster equality of rights and opportunities for all without regard to race, color, creed, national origin or ancestry; and be it further

Resolved, That this program should include:

1. Establishment of a Federal Fair Em-

ployment Practices Commission with statutory power to enforce non-discrimination in hiring, upgrading, training and all terms and conditions of employment;

2. Issuance of an executive order by the President making any and all forms of federal aid to housing contingent upon an affirmative demonstration of non-discriminatory practices in sales or rentals by the recipient of such aid; and creating machinery for the enforcement of such a policy;

3. Enactment of measures to implement the Supreme Court decision for desegregation of the public schools with "all deliberate speed" by (a) requiring all segregated school districts to file with an appropriate federal agency a complete plan for desegregation within a specified time and (b) granting financial and other assistance to school districts which have been penalized for compliance with desegregation programs;

4. Passage of legislation to safeguard the right to vote by (a) establishing that a sixth grade education automatically meets literacy standards for registering and voting and (b) broadening injunctive powers of the Civil Rights Act of 1960 to insure authority to achieve a general break-through and mass registration and voting by qualified Negroes in areas of the South still restricting the franchise;

5. A general canvass of Southern states by the Department of Justice in cooperation with other agencies to pinpoint the areas of deprivation of civil rights in law enforcement, voting, education, inter-state travel and other fields, and the initiation by the Department of Justice of broad litigation designed to remedy the problem;

6. Enactment of legislation granting wider injunctive power to deal with the abrogation of civil rights in all forms;

7. Enactment of legislation establishing the U. S. Commission on Civil Rights as a permanent body and extending to it wider powers.

Referred to Committee on Resolutions.
Adopted, pp. 30-31.

Cooperation With NAACP

Resolution No. 8—Presented by Dining Car Cooks and Waiters No. 456 and No. 582, Oakland.

Whereas, The National Association for the Advancement of Colored People (NAACP) has achieved universal recog-

dition for its national leadership in the battle to win civil rights; and

Whereas, The NAACP is dedicated to the principles of democracy, the achievement of equal rights and opportunities for all, and the eradication of all forms of segregation and discrimination based on race, color, creed, national origin and ancestry; and

Whereas, The NAACP has blazed new trails of freedom through its resort to the American judicial system to enforce constitutional rights and to win redress for the disadvantaged and oppressed; and

Whereas, The NAACP has been in the forefront of efforts to develop local, state and federal legislation and administrative measures to eliminate discrimination in employment, housing, education, and other areas of community life; and

Whereas, The NAACP — through its branches, staff and volunteers—has served local communities and individuals in distress at the grass roots level; and

Whereas, The NAACP has engaged in a program of broad education and voluntary community action to promote better human relations; and

Whereas, The NAACP has traditionally cooperated with organized labor in many areas of mutual concern; and

Whereas, While serving the interests of the entire nation, the NAACP has also been the spokesman for the Negro community, expressing its needs and aspirations; therefore, be it

Resolved, That this fourth convention of the California Labor Federation extend fraternal greetings to the NAACP, and urge affiliates to give it cooperation and support.

Referred to Committee on Resolutions.
Adopted, p. 113.

Plumber's Certificate of Qualification

Resolution No. 9—Presented by California Pipe Trades Council of the United Association, Oakland.

Whereas, For many years Local Unions of the United Association have been dedicated to the protection of its members and their jurisdiction of work in the plumbing and related piping industries, and

Whereas, Plumbers Local No. 78 through District Council No. 16 has always negotiated fair and reasonable bargaining agreements with employers associations; and

Whereas, Many Cities, Counties and

other political subdivisions issue certificates of qualification to many persons who have not had the necessary required experience to be certified as journeyman plumbers, and

Whereas, As a result many other crafts are encroaching upon the work jurisdiction which rightfully belongs to plumbers, and

Whereas, Our survival as a craft union depends upon each and every member's protecting his work jurisdiction; therefore be it

Resolved, That the California Labor Federation, in Fourth Convention, go on record requesting that a Plumber's Certificate of Qualification be issued by the State to journeymen upon presentation of documentary proof of experience and on passing a reasonably practical examination designed by a certified group of Plumbing Contractors, Plumbers and Union Officials and Journeyman Plumbers.

Referred to Committee on Resolutions.
Disapproved, p. 110.

Importing Strike Breakers

Resolution No. 10—Presented by California State Council of Carpenters, San Francisco.

Whereas, There has been in existence since 1936 a Federal Law, which forbids the willful transportation from other states of persons to be employed for the purpose of interfering, by force or threats, with peaceful picketing and the right to strike by employees; and

Whereas, Many employers in California solicit and pay for the transportation of persons in other states to come to California and replace strikers on jobs; and

Whereas, Such employers obtain such strike-breakers from areas where wages are low and no fringe benefits exist; and

Whereas, Such strike-breakers and replacements and tactics of the employer have in many cases successfully broken a strike; and

Whereas, The Federal Law is inadequate since strike-breakers do not use force or threats of force, but merely replace the strikers in jobs; and

Whereas, In many other states, such as Michigan, New Jersey, and other states, they have adopted a law that it is unlawful for any employer to supply persons from outside the state to replace employees who are lawfully on strike and who have been locked out; and

Whereas, Such state laws make it un-

lawful for any persons to recruit any employees outside of the state to take the jobs of strikers; and

Whereas, California does not have such a law; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation sponsor and exert all efforts to obtain a law in California by the 1963 State Legislature, making it unlawful for any employer to obtain or recruit any persons outside of California to come to California to fill the jobs of any strikers.

Referred to Committee on Legislation.
Filed, p. 87. See Resolution No. 252.

De Facto School Segregation

Resolution No. 11—Presented by Dining Car Employees, Local 582, Los Angeles.

Whereas, "De Facto" segregation of racial and ethnic minority group children in public school exists in many communities throughout California; and

Whereas, Such school segregation is primarily the result of racial and ethnic segregation in housing; and

Whereas, Such school segregation is sometimes aggravated by such practices as deliberate drawing of school boundaries to conform to lines of residential segregation, and by select granting of permission to transfer children to schools out of their residential district; and

Whereas, Such school segregation contains inherent educational disadvantages for minority group children; and

Whereas, Such school segregation creates barriers which prevent contact in daily life among children of varied backgrounds; and

Whereas, Such contact in daily life is a vital factor in nourishing inter-personal and inter-group understanding and avoiding the development of prejudice; and

Whereas, Remedying the evils of "de facto" school segregation involves difficult and complex problems relating to school practices and residential patterns; therefore be it

Resolved, That this fourth convention of the California Labor Federation favor a comprehensive and intensive study of racial and ethnic segregation in the public schools of California communities, under the sponsorship of appropriate state and local authorities in cooperation with concerned civic groups, with the aim of designing a program to overcome the

evils produced by such segregation in the educational system.

Referred to Committee on Resolutions.
Adopted, p. 31.

Support Committee for Equal Opportunity In Apprenticeship and Training

Resolution No. 12—Presented by Dining Car Employees, Local 582, Los Angeles.

Whereas, A Statewide Committee for Equal Opportunity in Apprenticeship and Training for Minority Groups has been established in California; and

Whereas, This Statewide Committee coordinates its activities with the California Apprenticeship Council, the Joint Apprenticeship Committees, and the California State Government Division of Apprenticeship Standards; and

Whereas, The Statewide Committee's program is designed to remedy disadvantages with respect to training for skilled occupations suffered by minority youth as a result of discrimination in employment and other areas of community life, lack of information about apprenticeship and training opportunities, inadequate counseling, and "drop-outs" from school; and

Whereas, The Statewide Committee strives to promote equal opportunities by assuring constructive cooperation and an exchange of information between the concerned local, state, and federal agencies, organized labor, business management, and civic groups; and

Whereas, The Statewide Committee fosters wider use of apprenticeship programs in industry under the supervision of JAC's so that apprenticeship opportunities are expanded for all youth without regard to race, color, creed, national origin or ancestry; therefore be it

Resolved, That this fourth convention of the California Labor Federation commend the Statewide Committee for Equal Opportunity in Apprenticeship and Training for Minority Groups for its constructive program and urge affiliated unions to extend to this Committee cooperation and support.

Referred to Committee on Resolutions.
Adopted, p. 31.

Revive California Ship-Building Industry

Resolution No. 13—Presented by Boilermakers, Local 6, San Francisco.

Whereas, The California shipbuilding and ship repair industry, especially its commercial or maritime part, is experi-

encing still further decline, with resultant unemployment for thousands of our skilled craftsmen; and

Whereas, This trend gives every indication of continuing to the point where this great California industry will become totally extinct, as is made evident by the following:

1. The wiping out, in the House of Representatives in Washington, D.C., of the West Coast construction differential enjoyed since 1936 on maritime vessels.

2. The imminent danger that any day in the U.S. Senate an amendment may be tacked on to any piece of legislation, as so permitted by the Senate rules, that may likewise put the senior body also behind this East and Gulf Coast's drive to eliminate California shipbuilding competition and employment.

3. The accelerated placing of tanker and freighter contracts in foreign yards by American oil and metal firms, a policy that has been responsible for the loss to all American yards, since 1946, of over 4½ billion dollars in contracts, enough to keep eighty thousand craftsmen in full employment these past fifteen years.

4. The niggardly appropriation of only fifty million dollars for new maritime work for the fiscal year commencing July 1, 1962, which, together with the unused holdover appropriation of sixty-four million dollars will at most support an entire national program of only eighteen ships a year as Congressman Jack Shelley and Senators Magnuson and Kuchel and other West Coast Representatives point out; far short of the recommended thirty ships per year urged on the administration by all competent maritime authorities as necessary to keep American trade, and the Merchant Marine carrying it, competitive with the far-flung Russian overseas trade expansion now being carried on in a vastly increased and brand new merchant fleet.

5. The scrapping and sale in the San Francisco Bay Area of the Moore Shipyard; the drop in employment at Bethlehem San Francisco, mainly due to lack of maritime contracts, of over three thousand employees since October, 1958; and the continued threat to abandon the San Francisco Naval Shipyard; therefore be it

Resolved, That the Fourth Convention of the California State Federation of Labor, AFL-CIO, instruct its officers to con-

tact Governor Brown to secure President Kennedy's support for:

1. A Maritime budget appropriation sufficient to build thirty ships annually, and

2. Preservation of West Coast's construction differential, at least that amount regarded as equitable by the Government's own most recent study and as indicated to be acceptable to our West Coast industry and our representatives in Congress; and be it further

Resolved, That this be done promptly, not only to make available jobs for our unemployed craftsmen, but still more importantly, to take this issue out of politics before the powerfully financed Nixon campaign demagoguery gets under way with its threat to win away needed Labor votes for Governor Brown by harping on California unemployment that has really been created in large part as a result of the national forces described above.

Referred to Committee on Resolutions.
Adopted, p. 113.

American Tankers Built in Foreign Shipyards

Resolution No. 14—Presented by Boilermakers, Local 6, San Francisco.

Whereas, The building by American oil companies of tankers in German and Japanese shipyards to the extent of \$4.5 billion worth of contracts since 1946* has deprived at least 80,000 American shipbuilding craftsmen of a livelihood in this essential industry, and this trend is increasing; and

Whereas, These same companies enjoy extraordinary income tax favors donated them by previous administrations such as the 27.5% oil depletion allowance and exemptions on super profits earned in foreign countries to which they have exported capital at the encouragement of our State Department under these previous administrations; and

Whereas, These lost jobs and tax favors have to be made up by imposing additional tax burdens on all other tax-payers, employers as well as wage-earners, making still more difficult the emergence out of depression, due to the overall purchasing power being reduced by these lost jobs and extra taxes; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation request the Kennedy Administration's intercession in behalf of American shipyard workers with these giant oil companies for the purpose of getting a commitment to refrain from farming out any further con-

tracts to foreign shipyards until full employment is achieved in American yards; and, be it further

Resolved, That if this change of policy is not achieved in a stipulated, reasonable time, that all tax favors on oil depletion allowances, foreign profits, etc., be taken from these companies by sponsoring legislation, both in Congress and the State Legislature for such purposes; and, be it further

Resolved, That in the event the oil companies refuse to cooperate with President Kennedy for full employment in American shipyards that our California State AFL-CIO officials organize a state-wide boycott by union labor of the products of the recalcitrant oil companies; and, be it further

Resolved, That copies of this resolution be sent to all Congressmen and Senators as well as Administration Officials concerned, and that it be given the widest circulation in the press.

* Partial list, up to July 1, 1960, only.

Standard Oil	136 ships
Caltex	46
Gulf Oil	132
Socony Vacuum	25
United Fruit	16

Referred to Committee on Resolutions.
Adopted as amended, p. 113.

Pinpointing Aid to Distressed Industries

Resolution No. 15—Presented by Boilermakers, Local 6, San Francisco.

Whereas, Unemployment today, at the peak of recovery from the latest 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 worsening, due to the continuous impact of various long range forces such as mechanization, speedup, automation, a million youngsters annually 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, Here in California unemployment stays close to 400,000 despite the pumping of billions in defense contracts; and

Whereas, The life-saving amendments to the unemployment compensation statutes of California achieved by our State 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 Fourth Convention of the California Labor Federation work for the enactment of additional corrective legislation that will focus specific measures of aid, by decision of the State Department of Employment 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 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 Department of Employment 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 Department of Employment 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 employment in another industry supercedes this corrective step; and, be it further

Resolved, that the agencies concerned

with counseling and placing of job applicants be coordinated with those agencies concerned with education for jobs.

Referred to Committee on Legislation.
Adopted, p. 93.

Overtime Work by Women in Defense Production

Resolution No. 16—Presented by UAW No. 509, Maywood; UAW No. 333, Oakland; UAW No. 923, Pico Rivera.

Whereas, The Defense Production Act, in effect in California for many years, providing that women could work certain overtime hours during emergency situations in defense production, was allowed to lapse and was not renewed during the 1961 session of the California State legislature; and

Whereas, California is the nation's leading producer of defense materials, with billions of dollars' worth of orders providing jobs for hundreds of thousands of California workers; and

Whereas, Many thousands of these defense workers are women, with estimates by Maurice Gershenson (Chief, Division of Labor Statistics and Research, California Department of Industrial Relations) indicating that the number of women workers in California will increase by at least 75 percent in the next 15 years, as against an estimated 64 percent increase in the number of male workers; and

Whereas, the U.S. Department of Labor estimates that by 1970 at least two of every five women will be in the working force of the nation, with some 30 million women workers at that time; and

Whereas, The Building Service Employees International Union recently stressed the need for women to work, by pointing out to a Congressional sub-committee that "these women work because they need to work . . . they need the money, and they need the other benefits that come with working . . . and in most cases they need the Social Security credits that build up with a work career . . . these women would not be working if there were not real need . . ."; and

Whereas, President Kennedy himself has noted that most of the women who work have to do so to support families, emphasizing that the way to meet the unemployment problem is not to deprive women of jobs, but "to try to expand the opportunity generally in the economy"; and

Whereas, Many thousands of women

workers in California are specifically allowed to work in excess of eight hours per day and 48 hours per week, providing that overtime compensation is paid; and

Whereas, The right to work overtime affords positive protections to these women workers who otherwise are often discriminated against by management both in hiring, promotion, demotion and other terms and conditions of employment; and

Whereas, Legislation permitting women to work overtime during emergencies in production of defense materials is a critical necessity for the continued welfare of our State; now therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, give its full support to such legislation as will prevent discrimination against women workers, and afford them positive protections; and

That we call on Governor Edmund G. Brown to mobilize the full support of his Administration to insure passage of such legislation to restore equal rights and equal opportunities for women workers and women members; and

That we urge the California State Legislature to give priority to passage of such legislation renewing the emergency provisions of the Defense Production Act; and

That we pledge to do everything possible and necessary to reinstate this legislation, so that our women workers do not remain second-class economic citizens, but instead are offered an opportunity to contribute their fair share to the welfare of California and of the nation.

Referred to Committee on Legislation.
Disapproved, p. 88.

Unemployment Insurance Coverage for Non-Profit Organizations

Resolution No. 17—Presented by Hospital and Institutional Workers, Local 250, San Francisco - Oakland.

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; therefore be it

Resolved, That the 1962 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. 122.

Representation for Hospital Workers

Resolution No. 18—Presented by Hospital and Institutional Workers, Local 250, San Francisco and Oakland.

Whereas, Hospital workers in California have no effective method available to them for obtaining employer recognition of their collective bargaining representatives; and

Whereas, The establishment of a means whereby hospital workers can select representatives and obtain employer recognition is necessary in the interests of both the workers and the general public; therefore be it

Resolved, That this 1962 convention of the California Labor Federation instruct and authorize its officers to introduce the following legislation in the 1963 California legislature, and to use its good offices in working for the passage of this much-needed legislation:

Section 1. It is the public policy of the State of California that the majority of workers in an appropriate unit in a health care facility shall have the opportunity to select a collective bargaining agency.

Section 2. In the interpretation of this chapter, the following definitions shall govern:

(a) "Health care facility" means a hospital, nursing home, convalescent home, sanitarium or establishment having as one of its principal purposes the preservation of health or the care of sick, injured or infirm individuals, or both. However, "health care facility" does not include any state, county, city or county institution, nor does it include any institution operated by or for the adherents of any religion, denomination or sect the tenets of which provide for the sole reliance upon prayer or spiritual means in the healing of disease, nor does it include any facility with fewer than 10 workers.

(b) "Worker" means any non-supervisory employee in any health care facility as defined in Section 1(a).

(c) "Labor organization" means any bona fide organization or agency or any local unit thereof in which workers participate directly or by representation and which exists in whole or in part for the purpose of representation of workers in collective bargaining concerning wages, hours and other conditions of employment.

Section 3. Whenever a majority of workers in a health care facility in a unit appropriate for collective bargaining indicates a desire to be represented by a labor organization, the employer, upon determining as provided in Section 4 that such labor organization represents the workers in the appropriate unit, shall bargain, upon request, with the labor organization as exclusive representative of all the workers in the unit in respect to rates of pay, wages, hours of employment or other conditions of employment; and if any understanding is reached on such matters, embody such understanding, upon request, in a signed agreement.

Section 4. A labor organization is considered to be the duly designated representative of all the workers in an appropriate unit for the purposes of Section 3 if it can show evidence that bargaining rights have been assigned to it by a majority of the workers in that unit. If the right of a labor organization to represent the workers in a bargaining unit is questioned by the employer, the labor organization may petition the State Conciliation Service for a determination. Upon receipt of such petition the State Conciliation Service shall determine the appropriate unit or units and determine whether or not the labor organization or organizations involved represent a majority of workers in such unit for the purposes of collective bargaining; provided that, in determining the appropriateness of such unit, the State Conciliation Service shall not decide that any unit is appropriate for such purposes if it includes registered professional nurses and workers who are not registered professional nurses unless a majority of such registered nurses indicate their approval of inclusion in such a unit; and provided further that, in the event a labor organization is seeking to represent workers of a health care facility who are already represented by another labor organization, only the unit of all workers of such health care facility which such other labor organization represents

shall be considered appropriate by the State Conciliation Service.

In determining the questions of majority representation and appropriateness of collective bargaining units, the State Conciliation Service may provide for an election among workers involved, either by a cross check of appropriate employer and labor organization records or by a secret ballot, and shall certify the results of any such election to the parties. Any certification of a labor organization to represent or act for the workers in any collective bargaining unit shall not be subject to challenge on the ground of a new substantial question of representation within such unit until the lapse of at least one year from the date of certification or the expiration of any collective bargaining agreement between the parties, whichever is later.

Referred to Committee on Legislation.
Adopted, p. 93.

Protection and Training for Disabled Workmen

Resolution No. 19—Presented by Oil, Chemical and Atomic Workers, District Council No. 1, Bakersfield; Oil, Chemical and Atomic Wkrs., South Bay, No. 1-547, Lawndale.

Whereas, The historical background and development of the passage of Workmen's Compensation are based on the theory that it is to adequately compensate an injured workman, unemployed as a result of industrial injury, during the course of such disability; and

Whereas, Most injured workmen have a background of experience and knowledge that readily fits them for adjusted employment with the employer where they were injured; and

Whereas, There is a growing tendency within industry to discharge an employee once his disability has been established; and

Whereas, Evidence indicates that industry will not discharge comparable cases where the injured workman will accept informal ratings or lump cash settlements on industry terms; therefore be it

Resolved, That the California Labor Federation, assembled in Fourth Convention, make every effort to have enacted into the Workmen's Compensation Law of the State of California, that language which will prohibit an employer from discharging an employee solely on the basis of his or her disability and that will provide a compulsory rehabilitation pro-

gram be adopted requiring the placement of the injured in industry, within the industry where the injury occurred, to the extent possible, with the further proviso that the rehabilitation program contain those provisions that will make it possible to fit the disabled workman whose disability makes it impossible to assume related duties in the industry in whose employ the disability was incurred, with new skills to aid in his placement elsewhere.

Referred to Committee on Legislation.
Adopted, pp. 119-120.

Prohibit Employer Self-Insurance In Workmen's Compensation

Resolution No. 20—Presented by Oil, Chemical and Atomic Workers, District Council No. 1, Bakersfield; Oil, Chemical and Atomic Wkrs., South Bay, No. 1-547, Lawndale.

Whereas, There is a growing tendency on the part of industry to self-insure for the purpose of Workmen's Compensation Insurance; and

Whereas, The apparent purpose of being self-insured is for profit of industry and not for the protection of the employees covered by compensation; and

Whereas, Evidence indicates that industry has not administered Workmen's Compensation Insurance in the fairest and most equitable manner to the injured employee; therefore be it

Resolved, That the California Labor Federation, assembled in Fourth Convention, make every effort to see legislation is enacted into the Workmen's Compensation Law of the State of California, and in that language which will prohibit an employer from being self-insured; and that such employer corporations be required to comply with the State of California program of insurance.

Referred to Committee on Legislation.
Adopted, p. 119.

Retirement Under Social Security At Age 62

Resolution No. 21—Presented by Oil, Chemical and Atomic Workers, District Council No. 1, Bakersfield; Oil, Chemical and Atomic Wkrs., South Bay, No. 1-547, Lawndale.

Whereas, It is the avowed desire of the present administration to maintain and encourage full employment; and

Whereas, There is impending a terrific influx of people into the labor market within the next ten years; therefore be it

Resolved, That the California Labor

Federation, assembled in Fourth Convention, propose for consideration by the present administration, that the normal retirement of workers covered by Social Security commence on the day following their 62nd birthday.

Referred to Committee on Resolutions.
Filed, p. 48. See Policy Statement XI (b).

Endorse and Assist the Coro Foundation

Resolution No. 22—Presented by Los Angeles Building and Construction Trades Council, Los Angeles.

Whereas, The Coro Foundation of Los Angeles and San Francisco has dedicated itself to training young men and women for constructive roles in public life; and

Whereas, Coro Foundation includes as a vital part of its training programs first-hand exposure to the people and day-to-day activities of labor unions; and

Whereas, Coro Foundation has endeavored to present to its trainees an unbiased and comprehensive view of the entire community in which they will live and work; and

Whereas, Organized labor throughout California has played an important role in Coro Foundation and its programs throughout the Foundation's 20 year history; therefore be it

Resolved, That the California Labor Federation, assembled in Fourth Convention, reaffirm its endorsement of Coro Foundation's educational work, which is having, through it graduates, increasingly important impact on the leadership of the State of California and the United States; and, be it further

Resolved, That the California Labor Federation urge its affiliated organizations to assist the Foundation not only in providing training opportunities for the young people in its programs, but in giving Coro the necessary financial assistance to continue this worthwhile program.

Referred to Committee on Resolutions.
Adopted after debate, p. 92.

Conclusive Presumption for Fire Fighters

Resolution No. 23—Presented by Fire Fighters, Local 55, Oakland.

Whereas, The California Labor Federation, AFL-CIO, has previously gone on record approving legislation to provide conclusive presumption for heart trouble, pneumonia, and hernia for fire fighters after 10 years active service; and

Whereas, Although most desirable and

equitable, such legislation is not now on the statutes; therefore be it

Resolved, That the California Labor Federation, assembled in Fourth Convention, cause the introduction of legislation to provide conclusive presumption for heart trouble, pneumonia, and hernia for fire fighters after 10 years active service.

Referred to Committee on Legislation.
Adopted, p. 61.

Political Activity of Public Employees

Resolution No. 24—Presented by Fire Fighters, Local 1014, Los Angeles County.

Whereas, Most City and County laws prohibit employees from engaging in partisan political activities; and

Whereas, This restriction serves to relegate such employees to a status of second class citizenship; and

Whereas, The times have changed since these outdated sections were adopted in regard to political activities; and

Whereas, There is a need to allow employees the right to express themselves politically without fear of reprisal; therefore be it

Resolved; That the California Labor Federation, AFL-CIO, assembled in Fourth Convention, instruct its representatives to have legislation introduced at the next session of the State Legislature that would repeal sections of the Government Code relating to political restrictions on all public employees.

Referred to Committee on Legislation.
Adopted, p. 83.

56 Hour Work Week for Fire Fighters

Resolution No. 25—Presented by Fire Fighters, Local 873, San Jose.

Whereas, Labor throughout the nation is striving for a shorter work week to assist the President of the United States in his efforts to take up the slack in unemployment due to automation; and

Whereas; The International Association of Fire Fighters at its 25th Convention in Buffalo, New York, August 1960, passed a resolution urging the fire service to strive for a 40 hour work week; and

Whereas, The trend in the Eastern States for Fire Fighters is toward a 40 hour week; and

Whereas, Some Fire Fighters in California are still working as much as 84 hours a week, which is nothing more than slave labor; and

Whereas, A 56 hour work week seems

to be the desired number of hours for Fire Fighters in California; and

Whereas, Many of California's major cities are now working a 56 hour week; therefore be it

Resolved, That the California Labor Federation, AFL-CIO assembled in convention in Long Beach, August 1962, lend its assistance to the Federated Fire Fighters of California in the introduction and passage of state legislation to provide a maximum 56 hour work week for all paid fire fighters in California.

Referred to Committee on Legislation.
Withdrawn at sponsors' request, p. 61.

Arbitration Procedure for Fire Fighters

Resolution No. 26—Presented by Fire Fighters, Local 1229, Stockton.

Whereas, All affiliates of the International Association of Fire Fighters have voluntarily surrendered their right to strike and have included in the Constitution of the I.A.F.F. a "No Strike" clause; and

Whereas, Public officials have knowledge of the "No Strike" clause contained in the Constitution of the International Association of Fire Fighters; and

Whereas, There is a further need of adjudication of bargaining between fire fighters and their employers in an equitable manner; and

Whereas, It is the purpose and desire of organized fire fighters to provide justifiable wages, hours, and conditions that are commensurate with the duties and requirements of the high standards of our profession; and

Whereas, It is incumbent upon organized fire fighters to find a mediating device to combat the unfair advantage; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Long Beach, August 1962, lend its assistance to the Federated Fire Fighters of California in the introduction and passage of legislation providing for an arbitration procedure and an arbitration board for all California organized professional fire fighters.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 61.

Civil Service for All Paid Fire Fighters

Resolution No. 27—Presented by Fire Fighters, Local 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 desire to organize into a local union, but fear the termination of their employment without cause if they attempt to organize under Chapter 4, Section 1961, of the State Labor Code; and

Whereas, Civil Service would give needed protection to all fire fighters not governed by civil service in aiding them in their jobs, enabling them to join a union of their own choosing; to be able to have the right to a hearing in case of injustices pertaining to racial, political, religious, or other reasons that might be pressed by their respective department or political subdivisions; and

Whereas, It would allow them to have their seniority rights recognized, assuring the fire department members of all benefits due them, protecting the tax-payer in selecting their 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 Long Beach, August 1962, initiate legislation at the 1963 Session of the State Legislature to place all paid fire fighters in the State of California, regardless of their political subdivision, under a civil service system, either State Civil Service or one of the particular fire department's own choosing equal to, or better than, State Civil Service.

Referred to Committee on Legislation.
Adopted, p. 61.

Administration of State Retirement System

Resolution No. 28—Presented by Fire Fighters, Local 1229, Stockton.

Whereas, At the present time no safety member of the State Retirement System is a member of the Board of Administration; and

Whereas, Due to the operation of this program it is felt that a safety member of the State Retirement System should be an active member on the Board of Administration; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Long Beach, August 1962, lend its assistance to the Federated Fire Fighters of California in the introduction and passage of state legislation to provide

for a safety member on the Board of Administration of the State Employees Retirement System.

Referred to Committee on Legislation.
Adopted, p. 86.

Prohibiting Consolidation of Police and Fire Departments

Resolution No. 29—Presented by Fire Fighters of Calif., Burbank.

Whereas, There is still a tendency in some municipalities and other jurisdictions to merge their fire and police departments into one unit and call this unit the Department of Safety, or some other misleading name; and

Whereas, Fire Authorities and other safety-minded persons everywhere condemn this practice as impractical, uneconomical, and not in the best interest of the public welfare; and

Whereas, A great deal of time and money has been expended by the International Association of Fire Fighters, the Federated Fire Fighters of California, and other fire and police service organizations combatting this menace; and

Whereas, There is no end in sight for this battle as plans for consolidation of services continue to arise; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in convention in Long Beach, August 1962, lend its assistance to the Federated Fire Fighters of California in the introduction and passage of state legislation prohibiting the consolidation of any fire department with a police department or any other public service.

Referred to Committee on Legislation.
Adopted, p. 61.

Fire Fighter Representation

Resolution No. 30—Presented by Fire Fighters, Local 55, Oakland.

Whereas, The Fire Fighters in the State of California for the most part have been organized for some forty-four (44) years; and

Whereas, They have been affiliated with organized labor for the same number of years; and

Whereas, The California Labor Federation, AFL-CIO, with the Federated Fire Fighters of California has represented the Locals affiliated throughout the State, as a Legislative Representative; and

Whereas, Fire Fighter Locals affiliated with Labor have the support and assist-

ance of their Central Labor bodies to assist in negotiations on a local level; and

Whereas, Most Fire Fighters Local Unions have educated their people in the proper and successful negotiation of problems; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in Fourth Convention, lend its efforts and the use of its legislative representatives in preventing the passage of any legislation pertaining to formal representation for public employees which would eliminate the right of fire fighters to represent themselves on a city, county, or state level.

Referred to Committee on Legislation.
Adopted, p. 61.

Foreign Flag Vessels in American Trade

Resolution No. 31—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, The United States has steadily declined from its peak as the world's foremost maritime power following World War II, to the point where it ranks fifth in the world, and twelfth as a shipbuilding power; and

Whereas, The American Merchant Marine now carries only 10% of the nation's foreign commerce and but 20% of the outgoing foreign aid to nations throughout the world, as well as but a tiny fraction of all imported goods from the rest of the world; and

Whereas, The maritime labor unions have had to fight constantly and with great difficulty to get even partial application of the government rules and regulations which pay lip service to the proposition that at least 50% of foreign-aid cargoes are to be shipped on American ships; and

Whereas, The U.S. Government has maintained a separate "merchant marine" in competition with commercial carriers, employing non-union seamen, through the operation of the Military Sea Transport Service (MSTS), thereby further decreasing the number of jobs for union seamen; and

Whereas, Government advisers, particularly in the Departments of Commerce and Agriculture, have encouraged American-owned companies to register their ships under flags of foreign nations, thereby evading American taxes, American safety regulations, and being

permitted to hire foreign crews at scab wages and conditions; and

Whereas, Automation and modernization of American ships have resulted in further decreasing the number of jobs available to American seamen by virtue of the fact that two new modern, partially automated ships, are replacing three older vessels, thereby cutting the number of jobs by one-third; and

Whereas, Maritime unions affiliated with the California Labor Federation are now faced with a new threat to their jobs through the invasion of coastwise operations of passenger vessels by foreign companies, in an operation traditionally, and by United States law, the specific province of American ships; and

Whereas, The operation of such vessels as the SS Yarmouth (between San Francisco and Seattle), through technical circumvention of American laws against this operation, already has led to exploratory plans for taking American vessels, transferring them to foreign registry for the purpose of hiring foreign, unorganized crews at scab wages, and running them in the domestic trade, heretofore the province of American ships and unionized crews; now, therefore be it

Resolved, That this Fourth Convention of the California Labor Federation go on record as condemning those persons in government and business alike who seek to avoid American laws to the detriment of American seamen and the loss of union jobs; and be it

Further Resolved, That the good offices of the California Labor Federation be used to assist the maritime labor unions affiliated with the Federation in their fight to prevent further incursion of these foreign, anti-union operations; and be it

Finally Resolved, That full publicity be given to the position of the Federation on this matter so vital to the American merchant marine and to the labor unions who are working, not just to preserve, but to advance decent wages and working conditions for all seamen.

Referred to Committee on Resolutions.
Adopted as amended from floor, p. 113.

Unemployment Insurance During Labor Disputes

Resolution No. 32—Presented by Electrical Workers Union No. 302, Martinez; State Assn. of Electrical Workers, Los Angeles.

Whereas, The present California Unemployment Insurance Code Section

1262 provides that an individual is not eligible for unemployment compensation benefits, and no such benefits shall be payable to him, if he left his work because of a trade dispute. Such individual shall remain ineligible for the period during which he continues out of work by reason of the fact that the trade dispute is still in active progress in the establishment in which he was employed; and

Whereas, This proviso as enforced causes a member of organized labor to renounce his principles of union philosophy, and in effect become a strike-breaker, or forfeit his unemployment insurance benefits; and

Whereas, This proviso as enforced is advantageous to one employer against many employees from within the ranks of organized labor; and

Whereas, This unfair advantage discourages the pursuit of the legitimate objective of organized labor; and

Whereas, This creates dissension within the ranks of organized labor; therefore be it

Resolved, That the California Labor Federation, assembled in Fourth Convention, go on record as being in favor of deleting Section 1262 from the California Unemployment Insurance Code and prevail upon our legislators to introduce legislation at the next legislative session to accomplish this.

Referred to Committee on Legislation.
Filed, p. 121. See Resolution No. 213.

Condemn the Labor Policies of U. C. Regents

Resolution No. 33—Presented by San Francisco Labor Council, San Francisco.

Whereas, The Board of Regents of the University of California has consistently followed a policy of disregarding the intent of the people of the State as expressed through their elected representatives; and

Whereas, The labor relations policy of the University of California lags far behind the standards established through collective bargaining in private industry and also lags behind the standards established in many other public jurisdictions in California; and

Whereas, The University administration has thrown countless roadblocks in the path of its employees who are striving to choose representatives for dealing with the Administration on matters affecting their working conditions; this has been demonstrated most recently by the May 2, 1962 "policies governing relations

with employee organizations," adopted without hearings or opportunity for discussion and containing unreasonable restrictions against unions, while putting unlimited authority in the hands of Campus officers to defeat organizational efforts of University workers; and

Whereas, The Regents of the University have continually and consistently denied University employees the right to authorize payroll deductions for employee organization dues, even though this right has been created by the legislature and incorporated into the Government Code, and is honored by the State of California for its employees and by every other major political subdivision in California; and

Whereas, The Board of Regents has deliberately gone against the wishes of the Legislature and the Governor by amending its retirement policies for its non-academic employees so that thousands of low-paid University employees will be unable to secure the advantages of Social Security coverage; therefore be it

Resolved, That the California Labor Federation, assembled in Fourth Convention, condemn the antiquated labor relations philosophy of the Board of Regents and the administration of the University of California; and be it further

Resolved, That the Federation call for an investigation by an appropriate body of the legislature of the policy of the University toward its non-academic employees; and be it finally

Resolved, That copies of this resolution shall be sent to Governor Brown, to members of the State Legislature and to the press.

Referred to Committee on Resolutions.
Adopted as amended, p. 89.

Licensing of Automotive Repair Firms and Certification of Mechanics

Resolution No. 34—Presented by No. Calif. Automotive Machinists Council, East Bay Automotive Machinists 1546, Oakland.

Whereas, The consuming public has been subjected to fraudulent practices and exploitation by untold numbers of employers in the Automotive Repair Industry; and

Whereas, Incompetent "so-called" auto mechanics and the faulty work performed by them have contributed substantially

to the very high accident rate within the State of California; and

Whereas, The Consumer Counsel's Office of the State of California is advocating at the present time that Governor Brown establish a Study Group which would be charged with the responsibility of formulating regulatory legislation; and

Whereas, The California Conference of Machinists has introduced legislation in the past which would require the licensing of firms who perform auto and truck repair work (excluding firms who maintain their own equipment) and the certification of the mechanics performing the work; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in Fourth Convention, give support to necessary and proper legislation as herein referred to and that the Officers of the Federation be instructed to make every reasonable effort to secure passage of such legislation.

Referred to Committee on Legislation.
Adopted, p. 117.

Limited Emergency Overtime Work for Women in Defense

Resolution No. 35—Presented by UAW No. 887, Los Angeles; L. A. Cty. Fed. of Labor; UAW No. 148, Long Beach.

Whereas, California produces nearly 25% of our nation's defense and space materials, and these defense and space orders provide jobs for hundreds of thousands of California workers; and

Whereas, The Defense Production Act in effect in California for many years, which provided that women could work overtime hours during emergency situations in defense production, was allowed to lapse and was not renewed during the 1961 session of the California State Legislature; and

Whereas, Many thousands of women workers in California are specifically permitted to work in excess of 8 hours per day and 48 hours per week, if overtime compensation is paid; and

Whereas, Other large industrial states provide for certain overtime hours for women, and therefore give competitors outside California for defense space orders a distinct advantage over California defense and space industries; and

Whereas, Such restrictions on emergency overtime hours for women put California defense and space industry at a serious disadvantage and jeopardize

the jobs of thousands of California workers; and

Whereas, California defense and space industries must continue to provide the highest quality defense and space materials on schedule, to defend the United States and the free world from the Soviet Union and to allow our nation to compete successfully in the space race; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in Fourth Convention, instruct its officers to have legislation introduced at the next session of the California State Legislature to permit women working on defense and space materials to work certain limited overtime hours in emergencies, and that such emergency overtime hours be limited to a maximum of 6 hours above present restrictions in the California State Labor Code; and be it finally

Resolved, That such emergency overtime hours be limited to a maximum of 2 hours on any one day, and that such emergency overtime hours be confined to work on defense and space materials and not cover commercial production in these industries.

Referred to Committee on Legislation.
Disapproved, p. 88.

Mandatory Merit System for School Employees

Resolution No. 36—Presented by Alameda County School Employees Union No. 257, Alameda.

Whereas, The California Employees Association has gone on record to change the Education Code Article 5, Merit System from a permissive system to a mandatory system for all California School Districts;

Whereas, The Education Code—Article 5—Merit System, section 13701-13702.1 NOW designates how the School Districts can accept a merit system under a permissive basis; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, through the Federation's legislative committee, study this proposal that will be submitted to the California State Legislature in January 1963 by the California School Employees Association; and finally, be it

Resolved, That the California Labor Federation Fourth Convention go on record to oppose such legislation contending it would be contrary to Union Col-

lective Bargaining and damaging to good personnel policies now in use.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 84.

Modify Taft-Hartley Act As It Relates To Guards

Resolution No. 37—Presented by Building Service Employees No. 193, Los Angeles.

Whereas, One of the sections of the Taft-Hartley law which received very little notice at the time of its passage was Section 9(b), Subsection (3) affecting guards. This section provides as follows: That the National Labor Relations Board shall not "decide that any unit is appropriate . . . if it includes together with other employees, any individual employed as a guard to enforce against employees and other persons rules to protect property of the employer or to protect the safety of persons on the employer's premises; but no labor organization shall be certified as the representative of employees in a bargaining unit of guards if such organization admits to membership, or is affiliated directly or indirectly with an organization which admits to membership, employees other than guards";

The practical effect of this section of the Taft-Hartley law has been to deny guards who have traditionally been part of the jurisdiction of the AFL-CIO unions the great benefits which our organization has been able to afford them;

The men who work as guards have been relegated to second class citizenship by an ill-advised, illogical and unreasonable piece of legislation which means that guards cannot have the right to be represented by labor unions which are affiliated with the main body of American workers. Loss of seniority, welfare benefits, pension rights, as well as lower wage standards and working conditions have resulted;

First by a series of vacillating decisions, and now by increasingly unfavorable administrative actions, the National Labor Relations Board has made even more restrictive the limiting scope of the original legislation. Recent rulings have denied affiliated union representation to part-time watchmen and guards, also fire prevention guards;

On October 30, 1953, the board issued a decision in which watchmen who spent only a minute portion—less than 5 percent (5%)—of their time performing normal watchmen duties, such as making

plant rounds, punching time clocks at regular intervals, and reporting infractions of company rules, were guards and, therefore, excluded from the protection of the law. The board held that the fact that these men performed watchmen duties only 5 percent of their time was not sufficient to remove them from the statutory category of guards;

Thus, the law and its interpretation by NLRB have resulted in a situation where guards have been singled out for punitive treatment; denied the normal privilege of uniting with their fellow workers for the common and legitimate purposes of trade unionism and isolated from the main group of the American labor movement;

Whereas, A company lawfully can refuse to bargain with a union claiming to represent guards if the union has an AFL-CIO affiliation or if it is connected in any way with an organization that represents employees other than guards.

Whereas, There is nothing in the Taft-Hartley Act that forbids a company to bargain with an affiliated union of Plant Guards if it wants to do so. As a result many local labor unions representing workers other than guards persuade and pressure companies to negotiate agreements to represent guards; and

Whereas, In the Taft-Hartley Act—Section 9 (b) - Subsection (3) has resulted in an unreasonable, intolerable and unnecessary segregation of guards. The NLRB Administrators have indeed gone further and included within the scope of the law occupations not intended by Congress to be included in the definition of guards; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation oppose the unfair discrimination against guards, in Section 9 (b), Subsection (3) of the Public Law No. 101, known as the Taft-Hartley Act, and that an effort be made to modify same, as guards object to a special classification which puts them in the category of second-class citizens, and that the Act retain certification as a bargaining unit for Guards, Special Officers, Watchmen, and Fire Control.

Referred to Committee on Resolutions.
Filed, p. 27. See Resolution No. 196.

“Runaway” Production of Motion Pictures

Resolution No. 38—Presented by Laboratory Technicians No. 683, Hollywood.

Whereas, The lure of such selfish advantages as income tax benefits, subsidy

payments from foreign governments, and cheaper wage scales abroad, has caused an ever-increasing number of American production companies and highly-paid motion picture personalities to make “run-away” pictures in foreign countries; and

Whereas, This alarming growth of “run-away” production of motion pictures during the last dozen years has already skyrocketed in the field of feature pictures from 5 percent to an estimated 60 percent of the total current output, and a similar economic threat to domestic production is now starting to develop in the field of television film production; and

Whereas, Thousands of good union members and loyal citizens of the United States who helped build the American motion picture industry to its historical position of world leadership while working as craftsmen, technicians, and studio employees in this country, have already lost countless job opportunities worth many millions of dollars which have been “exported” to other countries by the “run-away” producers; and

Whereas, It is urgent that everything possible be done by the California Labor Federation, AFL-CIO, to increase domestic motion picture production and halt this “runaway” trend which is morally wrong and unpatriotic, and which endangers the economic growth and prosperity of the American film industry; now, therefore, be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, immediately institute an appropriate program of effective legislative and economic action designed to call a halt to “runaway” motion picture production by American interests, and thereby preserve, promote and protect our domestic Motion Picture Industry as a vital and valuable national asset in the field of world-wide mass communications.

Referred to Committee on Resolutions.
Adopted, p. 110.

Support Community Chest and Other Federated Fund-Raising

Resolution No. 39—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 availability of adequate health, welfare, and recreational services for the whole community, and that unions be encouraged to continue the policy of financing, supporting and participating in existing social service agencies rather than to establish direct social services of their own; and

Whereas, Support for Community Chests, United Crusades 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 Fourth 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, or other united campaigns exist, in accordance with the type of fund-raising federation approved by the Labor Movement in the respective communities, to urge the participation of Organized Labor in these activities, and the loyal, active and generous support of the local Community Chest or other federated fund-raising campaign:

Referred to Committee on Resolutions.
Adopted as amended from the floor, p. 92.

Federal Aid To Education

Resolution No. 40—Presented by Los Angeles County Federation of Labor.

Whereas, Throughout the history of this nation, the American Labor movement has led the fight to establish public school education and has been in the forefront of the struggle to expand and improve public education; and

Whereas, The manifold, complex problems of our society make an increase in

the intellectual and spiritual development of our youth mandatory; and

Whereas, The school age population of our nation is at a record high of 37,500,000 and still increasing; and

Whereas, We face a continuous, serious shortage of teaching personnel largely because they remain among the lowest paid professional workers; and

Whereas, Despite the high rate of school construction, the classroom shortage throughout the country remains acute; and

Whereas, The enormous and increasing cost of higher education deprives millions of our talented youth of the benefits of a college education; and

Whereas, The ability of individual states and communities to meet these complex problems varies tremendously, with the result that there is not, presently, equality of opportunity in education for the young people of this nation; therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation call upon the National AFL-CIO to instruct its legislative representatives to urge Congress to adopt a comprehensive program of Federal Aid to Education including:

- a. Construction of school facilities at the grade, secondary and college levels so that the increased needs will be met.
- b. Methods through which teachers' salaries can be raised so as to become commensurate with their professional standing and responsibility.
- c. Instituting a federally financed system of scholarships to insure the concept that no able youth will be denied higher education for financial reasons.
- d. Such safeguards as necessary to retain local control of curriculum, teaching and administration.

Referred to Committee on Resolutions.
Adopted, p. 46.

Terminate Public Law 78

Resolution No. 41—Presented by Los Angeles County Federation of Labor.

Whereas, Public Law 78 for the importation of Mexican Nationals for farm work has provided growers with a docile, captive labor force; and

Whereas, These Mexican Nationals (braceros) are being viciously exploited

and deprived of elementary human rights; and

Whereas, While being themselves victimized, the hundreds of thousands of braceros imported annually have also been used to create an artificial pool of cheap labor which entirely displaces many American migrant and other farm workers, reduces the work available for those that remain, adversely affects their already depressed wages, and further debases their working conditions; and

Whereas, Public Law 78 and the importation of braceros help perpetuate the misery of these American farm workers, who are compelled to live in abject poverty, without decent housing, lacking health care, excluded from social welfare legislation coverage, with educational opportunities of their children blighted; and

Whereas, Public Law 78 has been used to undermine efforts for achieving unionization and engaging in collective bargaining to improve the standard of living of American farm workers; and

Whereas, Although it was originally enacted as a temporary emergency measure to alleviate an alleged shortage of farm labor, Public Law 78 has now been repeatedly extended by Congressional action for over a decade; and

Whereas, No American industry has the right to depend indefinitely on employment of a foreign work force, and agricultural business should not expect to do so; and

Whereas, The termination of Public Law 78 at the end of 1963 confronts the community and the nation with a challenge to institute a program for creating a decent standard of living for American farm workers and thereby to assure an adequate, stable domestic farm labor force; therefore be it

Resolved, That this fourth Convention of the California Labor Federation oppose any further extension of Public Law 78 in any form, as inherently and necessarily destructive of the welfare of American farm workers, detrimental to the interests of the general public and inimical to the American way of life; and be it further

Resolved, That to assure a stable, domestic farm labor force and meet the human needs of farm workers, the California Labor Federation favor a program of governmental action and collective bargaining to gain for American farm workers a decent standard of living, security

of status and the opportunity of having a voice in their own destiny.

Referred to Committee on Resolutions.
Adopted, p. 28.

Salaries of Safety Engineers

Resolution No. 42—Presented by Los Angeles County Federation of Labor.

Whereas, In the past years the Federation has urged the State Personnel Board to adjust salaries of the Safety Engineers of the Division of Industrial Safety, Department of Industrial Relations to be in accord with those paid in industry for equivalent responsibility; and

Whereas, The Federation has also urged the State Legislature to upgrade the salary of the Chief of the Division of Industrial Safety to eliminate the severe compaction of salaries which existed between the working grades of the Safety Engineers of the Division; and

Whereas, The 1962 session of the Legislature has seen fit, through the passage of Assembly Bill 46, to raise the salary of the Chief of the Division of Industrial Safety, effectively removing obstacles to the problem of relieving salary compaction; and

Whereas, Salary surveys indicate that the Division's Safety Engineers are being paid at a rate which is far below that being paid to Safety Engineers in private industry and are, in fact, engaged in a type of employment which is more exacting and responsible than that of a Safety Engineer in private industry; and

Whereas, The State Personnel Board in recent actions has made no move to eliminate this salary inequity which has existed for years, in the basic engineering series of the Division of Industrial Safety; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to expedite and accomplish the adjustment of salaries to equitable and just standards of equal pay for equal work for Safety Engineers for the Division of Industrial Safety.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 84.

Responsibility Of Safety Engineer

Resolution No. 43—Presented by Los Angeles County Federation of Labor.

Whereas, Labor Code Section 4553 "Same Employer" under Article I, General Provisions of the Workmen's Com-

compensation and Insurance Code, now provides specifically named management representatives held responsible in serious and wilful misconduct Cases; and

Whereas, It is common practice in industry that safety and safety orders are the responsibility of a Safety Engineer; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives 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 as amended from floor, p. 119.

Eliminate Workmen's Compensation Waiting Period

Resolution No. 44—Presented by County Federation of Labor, Los Angeles.

Whereas, Section 4650 of the Workmen's Compensation Act of the State of California states in part: that in case the injury causes disability of more than forty-nine (49) days, the disability payment shall be made from the first day the injured employee leaves work as a result of the injury; and

Whereas, Although the injured employee is earning maximum earnings and entitled to maximum compensation, if the disability lasts forty-eight (48) days, the average daily compensation rate is \$8.54 per day, and (See Exhibit A)

Whereas, Several states have no waiting period, hence no retroactive period; several states have short waiting periods of from three to five days with no retroactive period; and

Whereas, Seven states have a waiting period of three days with a retroactive period of from seven to thirty days; five states have a waiting period of five days, with a retroactive period of from five to 14 days; 17 states have a waiting period of seven days, with a retroactive period of from eight to thirty-five days; now therefore, be it (See Exhibit B)

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek an amendment to Section 4650 of the Workmen's Compensation Act as follows: In case the injury causes disability of more than thirty days, the disability payment shall be made from the first day the injured employee leaves work as a result of the injury.

EXHIBIT A

Disability lasts in "days"	Disability payments Maximum Earnings	Average daily payments if disability lasts
7	None	7 None
14	\$ 70.00	14 \$5.00
21	140.00	21 6.66
28	210.00	28 7.50
35	280.00	35 8.00
42	350.00	42 8.33
48	410.00	48 8.54

EXHIBIT B

(Partial list of states taken at random)

Waiting Period	State Jurisdiction	Payments retroactive if disability lasts Days
None	Oregon	None
3	Alaska	None
3	Delaware	7
3	Maryland	28
3	Washington	30
3	Rhode Island	14
3	Wisconsin	10
3	Wyoming	8
3	U. S. Employees	21
5	Mississippi	14
5	Nevada	5
5	North Dakota	5
5	Oklahoma	5
7	Alabama	28
7	Arizona	14
7	Arkansas	28
7	California	49
7	Connecticut	10
7	Maine	28
7	Massachusetts	8
7	New York	35
7	Michigan	28
7	Montana	21
7	New Hampshire	7
7	Tennessee	14

Referred to Committee on Legislation.
Filed, p. 120. See Policy Statement VII (d).

Dependent Benefits Under Workmen's Compensation

Resolution No. 45—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 Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek an additional five (\$5.00) dol-

lars per week, to be added to the temporary disability compensation benefits of the industrially injured worker for each child under the age of eighteen (18) years, or over that age but physically or mentally incapacitated from earning for self-support, and whose maintenance is the responsibility of claimant at the time of injury.

Referred to Committee on Legislation.
Filed, p. 120. See Policy Statement VII (e).

Eliminate Waiting Period in Social Insurance Programs

Resolution No. 46—Presented by Los Angeles County Federation of Labor, Los Angeles.

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 Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to achieve the elimination of the seven (7) day waiting period.

Referred to Committee on Legislation.
Filed, p. 120. See Policy Statement VII (d).

Repeal Section 2677 of U. I. Code

Resolution No. 47—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 proof at a time when he is physically incapacitated and unable to continue to provide for his family; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to secure the repeal of Section 2677 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 122.

Free Choice of Physicians Under Workmen's Compensation

Resolution No. 48—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 industrially 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 Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek amendment of the California Workmen's Compensation Act to provide for a free choice of physicians for medical care for industrially injured workers.

Referred to Committee on Legislation.
Adopted, p. 119.

Workmen's Compensation

Resolution No. 49—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Insurance carriers and self-insured employers, in a great many instances, direct that an injured workman be treated or examined by doctors who are agents of and under the control of said insurance carriers or self-insured employers; and

Whereas, Said doctors fail or neglect to submit their reports of examination or recommended treatment to the insurance carriers or self-insured employer within a reasonable length of time after examination or recommended treatment; and

Whereas, The neglect and failure of said doctors to make timely reports creates an undue hardship upon the injured worker; and

Whereas, Once the report is received by the insurance carrier or self-insured employer, despite their failure to notify the injured worker that the doctor has recommended, in his opinion, there is no need for further treatment or temporary disability, the claimant is released to return to his normal and regular work or to return with restrictions to suitable light work; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to seek legislation to correct these

deplorable conditions which in most cases result in the injured worker being forced to apply for benefits from another charitable organization in order to survive.

Referred to Committee on Legislation.
Filed, p. 119. See Resolution No. 48.

State Equal Rights Legislation

Resolution No. 50—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Discrimination, segregation and prejudice based on race, color, religion, national origin or ancestry permeate some areas of community life, exist in some degree in all aspects of community life and are intertwined with almost all other economic and social problems confronting the state and the nation; and

Whereas, In the over-all effort to eliminate discrimination, legislation is a vital force for setting a standard of conduct, altering entrenched discriminatory customs, terminating established unfair practices, and preventing the imposition of inequality by open or covert action of private and public organizations and institutions; and

Whereas, Among the pressing problems requiring legislative action are the strengthening of safeguards against discrimination in employment; promoting open occupancy in housing; assuring equality of opportunity in education; providing for equal access to public accommodations; guaranteeing equality in the furnishing of facilities and services by all business enterprises; requiring non-discriminatory provision of services by professional persons and organizations, and establishing protection against and redress for malpractice by law enforcement officers; and

Whereas, The achievement of success in the development of a comprehensive program of legislation with effective enforcement powers in these and other areas requires cooperation in planning, sharing of resources and coordination of effort with respect to legislative experience, technical legal know-how, priorities and strategy, and mobilization of public support; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, favor continued cooperation of the Federation with other civic groups in common efforts to develop and enact a comprehensive program of legislation directed toward attaining equality of rights

and opportunities in all areas of community life; and be it further

Resolved, That the California Labor Federation support the California Committee for Fair Practices in its program of coordinating the legislative efforts of community groups concerned with human rights.

Referred to Committee on Resolutions.
Adopted, p. 31.

Discrimination in Housing

Resolution No. 51—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Discrimination and segregation in the sale or rental of housing on the basis of race, color, creed, national origin or ancestry are widespread in California and affect every geographic area and every community; and

Whereas, Millions of minority group persons are confined to narrowly circumscribed areas by housing discrimination, their choice of residence restricted; and

Whereas, The individual's fundamental democratic right to move freely about the community and to choose a home in accordance with his means and his preference is violated by housing discrimination; and

Whereas, Housing discrimination imposes upon its victims overcrowding, inferior housing, higher costs for comparable accommodations, deterioration of property and neighborhood, and the attendant economic, political, psychological disadvantages and disabilities; and

Whereas, Housing discrimination is a dominant and adverse influence in a complex and inter-related pattern of other forms of discrimination and segregation such as de facto school segregation, and discrimination in public accommodations; and

Whereas, Housing discrimination thwarts the contact between individuals of diverse race and background in daily life in the neighborhood, in civic activity and in local institutions—contact which is essential to inter-personal and inter-group understanding; and

Whereas, The improved climate of human relations has not resulted in corresponding changes in housing patterns; and

Whereas, Although misinformation, misapprehension and misunderstanding by individuals are contributory factors in housing discrimination, nevertheless a

primary cause is the systematic restrictive practices maintained by elements in the housing industry—real estate brokers, builders, developers, and rental property operators; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation favor enactment of legislation in the next session of the State Legislature to prohibit discrimination in the sale and rental of housing on the basis of race, color, religion, national origin or ancestry; and to vest implementing authority in the Fair Employment Practices Commission and to make applicable to the area of housing the Commission's powers of receiving complaints, conducting investigations, holding public hearings, issuing cease and desist orders and invoking judicial enforcement.

Referred to Committee on Legislation.
Adopted, pp. 60-61.

Oppose Extremist Groups

Resolution No. 52—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The free labor movement of the United States has, over the years, consistently waged a vigorous fight against Communism, Fascism, all other forms of totalitarianism, and all manifestations of authoritarian extremism; and

Whereas, Authoritarian extremism is inimical to the ideals of a free society and destructive of Labor's values and aspirations—social justice, universal liberty, human dignity, and brotherhood of man; and

Whereas, The achievement of governmental power by authoritarian extremist groups would imperil the very existence of organized labor; and

Whereas, During the past two years there has been a strong upsurge of ultra-right extremist organization and activity, with much of this activity concentrated in California; and

Whereas, The ultra-right extremists employ a specious and hysterical anti-Communism as a springboard for a reactionary attack against domestic programs of social progress, against efforts to safeguard civil rights and civil liberties, and against cooperation with and assistance to our friends abroad in the world-wide fight against Communist totalitarianism; and

Whereas, The ultra-right extremists strive to create a climate of blind fear

and suspicion, sow hatred and dissension, disrupt civic organizations, stifle freedom of thought and expression, and tear down organized labor and other movements that promote democracy and the public welfare; and

Whereas, Although Communism has been thoroughly discredited and rejected in the United States, the Communist movement here continues its schemes to capture or disrupt other organizations by conspiracy and infiltration, to erect front organizations for entrapping the innocent and unwary, to throw up a smoke-screen of propaganda for confusing the public discussion of vital issues, to influence public opinion toward a more favorable image of Soviet Russia, to generate pressure in support of its imperialist foreign policy—with the ultimate aim of establishing its totalitarian system everywhere; and

Whereas, Extremist groups seek to prey on the very real anxieties produced by the complicated issues and great problems which challenge our nation and our community in these troubled times; therefore be it

Resolved, That this fourth Convention of the California Labor Federation declare its unalterable and unequivocal opposition to Communism, Fascism, and all forms of totalitarianism and all authoritarian extremist groups and movements, call attention of its affiliates to the continuing threat such groups present to democratic society and the free labor movement, and urge all California unions to participate in efforts to inform their members and the public concerning such groups; and be it further

Resolved, That the California Labor Federation conduct a systematic program to expose the nature of totalitarianism and the activities of authoritarian extremist groups, and cooperate with other concerned community organizations in counteracting such extremist groups and influences.

Referred to Committee on Resolutions.
Adopted; referred to Executive Council for full implementation, p. 46.

35-Hour Week for State Employees

Resolution No. 53—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Because of increased personal skills, efficiency of operation, and the automation of processes, the trend is toward a reduced work week, and because several international councils, and locals

have actively embraced contracts calling for a reduced work week; and

Whereas, The employees of the State of California, of which there are over 100,000 are for the most part working on an 8-hour, 5-day work week schedule, totaling 40 hours, therefore be it

Resolved, That the Fourth Convention of the California Labor Federation go on record as recommending that the work week for State employees, in line with the trend toward a shorter work week for other workers, be reduced to 7 hours a day on a 5-day basis, totaling 35 hours a week, without loss of pay or privileges; and be it further

Resolved, That the officers and staff of the Federation be instructed to actively pursue the enactment of such legislation.

Referred to Committee on Legislation.
Adopted, p. 83.

Distinguish Between Unemployment Disability Insurance and Workmen's Compensation

Resolution No. 54—Presented by Los Angeles County Federation of Labor, Los Angeles.

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 Fourth Convention of the California Labor Federation call upon its legislative representatives 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, p. 123.

Unemployment Insurance Reserve Accounts

Resolution No. 55—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, Many employers are notorious for using section 1032 of the U. D. Code 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 California Labor Federation, in Fourth Convention, instruct its legislative representatives to secure amendment of Section 1032 to prohibit 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, pp.120-21.

Amend Section 1252 of U. I. Code

Resolution No. 56—Presented by Los Angeles County Federation of Labor, Los Angeles.

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 Fourth 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 lay-off is not to be considered as wages for the purposes of this section."

Referred to Committee on Legislation.
Adopted, p. 121.

U. I. Availability for Work Requirement

Resolution No. 57—Presented by Los Angeles County Federation of Labor, Los Angeles.

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 broadened by the pressure of the employer's lobby; and

Whereas, The availability factor has finally reached the punitive level, so 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 Fourth Convention of the California Labor Federation instruct its legislative representatives to work for a reasonable and fair regulation

in respect to availability in the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 121.

**Amend Section 1253 (c) and
Section 1257 (b) of U.I. Code**

Resolution No. 58—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 another; therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation instruct its legislative representatives to seek enactment of 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. 121.

**Unemployment Compensation
for Waiting Period**

Resolution No. 59—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 Fourth Convention of the California Labor Federation instruct its legislative representatives to work for amendment of Section 1253 (d) of the California Unemployment Insurance Code to provide that any claimant who is eligible for and receives 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. 121. See Policy Statement V (b).

**Amend Section 1257 By Adding
Section 1257 (c) to the U. I. Code**

Resolution No. 60—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 or the furnishing of false 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 Fourth Convention of the California Labor Federation instruct its 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. 121.

Amend Section 1256 of the U. I. Code

Resolution No. 61—Presented by Los Angeles County Federation of Labor.

Whereas, This section 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 Fourth Convention of the California Labor Federation instruct the legislative representatives of the Federation to seek an amendment to Section 1256 to add 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. 121.

Amend Section 1260 of the U. I. Code

Resolution No. 62—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 Fourth Convention of the California Labor Federation instruct its legislative representatives to work for the 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. 121.

Workmen's Compensation Rehabilitation Program

Resolution No. 63—Presented by Los Angeles County Federation of Labor.

Whereas, In cases of industrial injury within industry, within the State of California, there has been growing tendency over recent years for the injured employees to be discharged once a permanent disability rating has been established by formal hearing before the Industrial Accident Commission and an award has been rendered; and

Whereas, Because this condition appears to be growing by alarming degrees, and because we believe that the intent of the Workmen's Compensation laws were, and are to protect injured employees rather than to place them in a position of vulnerability; and

Whereas, The historical background and development of the passage of Workmen's Compensation, and the theory that it is to adequately compensate an injured workman unemployed as a result of industrial injury during the course of such disability; and

Whereas, Most injured workmen have a background of experience and knowledge that readily fits them for adjusted employment with the employer where they were injured; and

Whereas, There is a growing tendency within industry to discharge an employee once his disability has been established; and

Whereas, Evidence indicates that industry will not discharge comparable cases where the injured workman will accept informal ratings or lump cash settlements in the form of Compromise and Release on industry terms; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representa-

tives to seek legislation to amend the Workmen's Compensation Law of the State of California to prohibit an employer from discharging an employee solely on the basis of his or her disability; and, that a compulsory rehabilitation program be adopted requiring the placement of the injured in industry, within the industry where the injury occurred, with the further proviso that the rehabilitation program contain those provisions that will make it possible to fit the disabled employee with new skills to aid in the placement of the disabled workman, whose disability makes it impossible to assume related duties in the industry in whose employ the disability was incurred.

Referred to Committee on Legislation.
Filed, pp. 119-20. See Resolution No. 19.

Repeal Section 1262 From the U. I. Code

Resolution No. 64—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 Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to work for the elimination of Section 1262 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Filed, p. 121. See Resolution No. 213.

Amend Section 1262 of the U. I. Code

Resolution No. 65—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 lay-off 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 Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to work for a change in the California Unemployment Insurance Code which

will eliminate this unfair and abusive practice.

Referred to Committee on Legislation.
Filed, p. 121. See Resolution No. 213.

Repeal of Section 1263 of the U. I. Code

Resolution No. 66—Presented by Los Angeles County Federation of Labor, Los Angeles.

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 Fourth Convention of the California Labor Federation instruct its representatives to work for the 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. 121.

Amend Section 1277 of the U. I. Code

Resolution No. 67—Presented by Los Angeles County Federation of Labor, Los Angeles.

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 Fourth Convention of the California Labor Federation instruct its legislative representatives to work 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, p. 121.

Amend Section 1279 of the U. I. Code

Resolution No. 68—Presented by Los Angeles County Federation of Labor, Los Angeles.

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 taking 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 Fourth Convention of the California Labor Federation instruct its legislative representatives to work for the amendment of Section 1279 to raise the amount from \$12.00 to at least \$20.00.

Referred to Committee on Legislation.
Adopted, p. 121.

Amend Section 1280 (a) of the U. I. Code

Resolution No. 69—Presented by Los Angeles County Federation of Labor, Los Angeles.

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 Fourth Convention of the California Labor Federation instruct its legislative representatives to seek an amendment to Section 1280 (a) to provide that maximum weekly benefits be paid to workers earning \$1000.00 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 \$20.00 instead of \$30.00, and the minimum benefit appearing in Column B is \$25.00.

Referred to Committee on Legislation.
Filed, pp. 121-22. See Resolution No. 214.

Amend Section 1281 (a) of the U. I. Code

Resolution No. 70—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The so-called 75 percent rule places an additional qualification upon the minimum amount of wages needed to become eligible for Unemployment Insurance benefits; and

Whereas, This 75 percent 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 Fourth Convention of the California Labor Federation instruct its legislative representatives to work for the complete elimination of the so-called 75 percent rule from Section 1281 (a) of the Code.

Referred to Committee on Legislation.
Adopted, p. 122.

Amend Sections 1334 and 1336 of the U. I. Code

Resolution No. 71 — Presented by Los Angeles County Federation of Labor, Los Angeles.

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 Fourth Convention of the California Labor Federation instruct its legislative representatives to seek 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. 122.

Repeal U. I. Waiting Period

Resolution No. 72 — Presented by Los Angeles County Federation of Labor, Los Angeles.

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 Fourth 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. 122. See Policy Statement VI,
item 3.

Extend U. I. Benefits to 39 Weeks

Resolution No. 73 — Presented by Los Angeles County Federation of Labor, Los Angeles.

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 the Fourth Convention of the California Labor Federation instruct its legislative representatives to seek legislation extending the duration of basic U. I. benefits from 26 weeks to 39 weeks.

Referred to Committee on Legislation.
Adopted, p. 122.

Amend Vocational Rehabilitation Act

Resolution No. 74 — Presented by Los Angeles County Federation of Labor, Los Angeles.

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 remunerative occupation, creating or recreating earning capacity; and

Whereas, The Vocational Rehabilitation 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 Fourth Convention of the California Labor Federation, AFL-CIO, cause to be prepared legislation that will create a comprehensive vocational rehabilitation program that should include, but not be limited to:

- (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 counseling 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 he is undergoing treatment or training.
- (7) Occupational tools and equipment as necessary.
- (8) Placement in 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.

Referred to Committee on Legislation.
Adopted, p. 93.

Public Works Projects for Youths and Parolees

Resolution No. 75—Presented by Brotherhood of Railway Carmen of America No. 842, San Bernardino.

Resolved, That the Fourth Convention of the California Labor Federation endorse the following proposal:

Proposed: A public works program to do work on public projects in the state forests and to do such county work as is not in conflict with departmental or private interests. This program would be similar to, but not exactly like, the C.C.C. camps of the Roosevelt Administration. The major differences between the C.C.C. and this program would be in the latter's methods of finance and in its varied purposes.

Purpose A

This would provide a temporary employment measure for young males leaving school in this period of economic strife. (As the job opportunities for such unskilled or semi-skilled workers diminish, the crime rate skyrockets.)

Purpose B

Parolees and men with a past record obviously cannot compete on the labor market with workers who do not have a prison record. The end result of such job discrimination is that the parolee or ex-convict is financially forced to return to crime, and consequently to a tax-supported penal institution. Frequently the families of these men must then be given federal, state, or county relief, also directly supplied by our tax dollar. This group should be included in a similar work program.

Conclusion

The program's cost would be more than offset by the savings in:

1. Prevention of a rising crime rate and all the expenses which this entails.
2. Tax savings on additional law enforcement costs.
3. Legal and court costs.
4. Penal institution costs.

Because of our population explosion, public works projects lag behind both our need for them and our ability to pay for them. When needed work is supplied at a lesser cost, this saving can be applied for other much needed public works projects.

Referred to Committee on Resolutions.
Disapproved, pp. 112-13.

Federation Convention Date

Resolution No. 76—Presented by United Brotherhood of Carpenters and Joiners No. 563, Glendale.

Whereas, Certain restrictions and mandates are imposed on Labor Unions regarding nominations and elections of officers and delegates; and

Whereas, The time limits as stipulated by law regarding the interval between notification of the members of nomination of officers and delegates and the further interval between nominations and elections, together with the different meeting days of various Local Unions has prevented at least one Local Union, specifically Local Union No. 563, from sending a delegate to the Fourth Convention of the California Labor Federation; therefore be it

Resolved, That the delegates in California Labor Federation Convention at Long Beach during the month of August, 1962, take the necessary steps to prevent a re-occurrence of this at future conventions.

Referred to Committee on Constitution.
Filed, p. 117.

Anti-Trust Laws and Compulsory Arbitration

Resolution No. 77—Presented by Locomotive Firemen and Enginemen, General Grievance Committee Council, San Francisco.

Whereas, Powerful forces in the United States, all of which appear to be speaking for big business, or against organized labor, have initiated a campaign to place labor organizations under anti-trust laws, and force, by Federal Law, settlement of labor-management problems by binding arbitration; and

Whereas, Such procedures are repugnant to our free society; and

Whereas, Such procedures would negate the efforts of the workers to obtain adequate wages and fair working conditions; and

Whereas, Such steps would be contrary to the aims and desires of our free society; and

Whereas, Labor organizations are comprised of people who work with their hands and minds for a livelihood for themselves and their families; and

Whereas, Labor organizations are the instruments by which workers bargain, collectively, to assure their rights and are not to be considered as soulless corporations; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, record its opposition to the establishment by Federal or State Law of procedures, not agreed to by union labor, for placement of labor organizations under anti-trust laws and in full and complete opposition to the enforced disposition of labor-management problems by compulsory arbitration; and be it further

Resolved, That a copy of this resolution be forwarded to the President of the United States of America; the Secretary of Labor; members of the Senate and House of Representatives; Governor Pat Brown, and President George Meany of the AFL-CIO.

Referred to Committee on Resolutions.
Adopted as amended, pp. 27-28.

Support Railroad Brotherhoods

Resolution No. 78—Presented by Locomotive Firemen and Enginemen, General Grievance Committee Council, San Francisco.

Whereas, The Brotherhood of Locomotive Firemen and Enginemen and other railroad operating unions face critical contract negotiations during 1962 in their

efforts to seek improvements for 200,000 men who man the Nation's trains; and

Whereas, The California Labor Federation in convention assembled in Sacramento, California, August 15-19, 1960, did on Wednesday, August 17, 1960, hear the following telegram:

"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 dispute 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 President
Brotherhood of
Locomotive Firemen
and Enginemen"; and

Whereas, Our good friend and Brother, Thomas L. Pitts, Secretary of the Federation, did hearten all railroaders when he told the delegates:

"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"; and

Whereas, Developments under processes of the Railway Labor Act have now reached a highly critical point; and

Whereas, The railroads of the United States have embarked on another Madison Avenue type advertising campaign of vilification and distortion, impugning the integrity of railroaders and besmirching them still further with the use of the ignominious word "featherbedding"; and

Whereas, The rail carriers appear to be seeking a national crisis, which should and could be avoided if the carriers would

honestly bargain with the representatives of the operating employes; and

Whereas, The carriers are attempting, through advertising, news (alleged) articles, and other media of communication, to mislead the public; and

Whereas, If the Report of the Presidential Railroad Commission is forced upon the operating rail workers, the number of jobs of locomotive engineers, helpers (firemen), conductors, brakemen, and switchmen would be reduced by nearly one-half, with resultant serious impairment of safety and efficiency of railroad operation;

The rail carriers would require operating employes to do more work, in some instances by taking jobs of one craft and allocating the work to employes in other crafts, and for less compensation;

The rail carriers could insist that issues involving crew consists, terminals, working conditions, technological change, and other unspecified items would be subject to final and binding arbitration if agreement is not reached within sixty (60) days following the serving of notices by the carriers for desired changes; and

The carriers would eliminate many rail terminals, which would result in the decimation of entire railroad communities in California and elsewhere; and

Whereas, Such steps would be injurious to the economy of the State of California, to the communities in the State, and to the whole of the United States, and are wholly contrary to established trends in labor relations; and

Whereas, The demands of the rail corporations would endanger public and employee safety; and

Whereas, The railroad corporations are seeking to deny to the rail workers and the public the right to determine what constitutes safe working conditions; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, record its opposition to the operation of freight and yard locomotives without the standard engine crew of an engineer and helper (fireman); its opposition to the imposition of sub-standard, unsafe working conditions on these railroad employes; its opposition to rail management's attempt to decimate the rail operating work force; its opposition to the inhuman attempt by the rail carriers to swell the unemployment rolls; its opposition to any wage reductions, and its op-

position to the substitution of binding arbitration for free collective bargaining processes which are a hallmark of the American way of labor relations; and be it further

Resolved, That a copy of this resolution be forwarded to the President of the United States of America; the Secretary of Labor; members of the Senate and House of Representatives; Governor Pat Brown; President George Meany of the AFL-CIO, and the Presidents of the rail unions involved.

Referred to Committee on Resolutions.
Adopted, p. 112.

Commend Children's Asthma Research Institute and Hospital

Resolution No. 79—Presented by Western Federation of Butchers of California, San Francisco.

Whereas, The Children's Asthma Research Institute and Hospital, the free Asthma Medical Center at Denver, Colorado, dedicated to the treatment of all children suffering from intractable asthma has aided thousands of children; and

Whereas, Many hundreds of these children are children of Trade Union members; and

Whereas, The Children's Asthma Research Institute and Hospital give this service without regard to race or creed; and

Whereas, The research and medical program are carried on in conjunction with the care and treatment of the victims of intractable asthma; and

Whereas, C.A.R.I.H. seeks to establish new directions in medicine and research toward a day when victory over asthma will be achieved; therefore be it

Resolved, That the 4th Convention of the California Labor Federation commend C.A.R.I.H. for its services in the field of asthma; and be it further

Resolved, That the Committee on Community Services of the California Labor Federation explore the ways in which its affiliated Local Unions may assist C.A.R.I.H. in the fine work it is doing for the children suffering from intractable asthma.

Referred to Committee on Resolutions.
Filed, p. 92. See Resolution No. 157.

Prevent U. I. Disqualification While Receiving Vacation Pay

Resolution No. 80—Presented by West-

ern Federation of Butchers of California, San Francisco.

Whereas, The Department of Employment has been disqualifying unemployed individuals from receiving benefits where they are receiving payments of vacation pay provided under a collective bargaining agreement; and

Whereas, This practice is unfair and undesirable and should be corrected by an amendment to the Unemployment Insurance Code, if one is required; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation instruct the secretary-treasurer to prepare and introduce an amendment to the Unemployment Insurance Code at the next session of the Legislature amending the law so as to prevent any disqualification of an unemployed individual solely on the ground he is receiving vacation pay in accordance with the collective bargaining agreement.

Referred to Committee on Legislation.
Filed, p. 121. See Resolution No. 56.

Federation TV Program

Resolution No. 81—Presented by Western Federation of Butchers of California, San Francisco.

Whereas, The image of the trade union movement is constantly being assailed by the reactionary elements in the nation; and

Whereas, It is necessary that the citizens of this nation be made aware of the many ways in which the trade union movement has ardently supported the many projects sponsored by various community groups; and

Whereas, The television media seems to be the most effective method in which to apprise the public of our efforts to work with all segments of the population for the protection and betterment of our citizenry; therefore be it

Resolved, That the 4th Convention of the California Labor Federation endorse Federation sponsorship of a TV program which would set forth the humanitarian efforts of the free American trade union movement toward improving our way of life, maintaining community, state and national responsibilities and the all-around efforts expended toward working to improve our way of life; and be it further

Resolved, That this program be subsidized by an increase in the per capita

tax payment from the affiliates of the California Labor Federation as may be determined by the Executive Council; and may it be finally

Resolved, That the Executive Council of the California Labor Federation develop and determine the type of program to be presented, frequency of programs, and the period of time said program will be in operation.

Referred to Committee on Resolutions.
Filed; referred to Executive Council,
pp. 110-11.

Farm Labor Legislation

Resolution No. 82—Presented by Central Labor Council of Fresno and Madera Counties, Fresno.

Whereas, Farm labor, with the probable exception of a few complicated instances, is excluded from the coverage of commonly called labor laws, and specifically the service of the National Labor Relations Board; and

Whereas, Farming in California has grown into big business comparable to factory production, manufacturing, mass distribution of goods, chain store ownership or other similar businesses and should be governed by all of the laws governing such establishments; therefore be it

Resolved, That the 4th Convention of the California Labor Federation, AFL-CIO, instruct its officers to propose legislation to the proper legislative bodies for the protection of farm labor in California along the following lines:

1. A bill patterned after the National Labor Relations Act which was in effect prior to the Taft-Hartley Act.

2. A bill to bring farm labor under the coverage of unemployment insurance.

3. A bill to give farm labor complete protection under social security, which would amend or eliminate the present requirement of being employed 150 hours or 20 days for one employer before being protected.

4. A bill to provide minimum wages.

Referred to Committee on Legislation.
Adopted, p. 93.

Amend National Labor Relations Act

Resolution No. 83—Presented by United Steelworkers of America No. 2018, Bell, Calif.

Whereas, The history of experience of the National Labor Relations Board discloses that the processing of unfair labor

practice cases before the Board is a slow and cumbersome process involving a period of time ranging from seven to twenty months before the issuance of the Board's order or decision; and

Whereas, Such delays, not only enhance the anti-union interests of the employers but simultaneously serve to discourage, if not completely destroy, the Union's effectiveness in the area of organization and service to its members; and

Whereas, Such prolonged procedures tend to defeat the purposes of the Act and render impotent the provisions of Section 7 of the Act, which established the rights of employees to organize, therefore be it

Resolved, That the 4th Convention of the California Labor Federation go on record recommending amendments to the National Labor Relations Act which would provide the Board with the right to delegate authority to its trial examiners to render formal decisions and orders in unfair labor practice cases, subject to review by the Board within thirty days from the date of issuance of the decision and order, upon written request of a party to the proceedings; and be it further

Resolved, That the Resolution be referred to the Committee on Political Education for appropriate action.

Referred to Committee on Resolutions.
Filed, p. 27. See Resolution No. 196.

Union Label

Resolution No. 84—Presented by United Steelworkers of America No. 5127, Los Angeles.

Whereas, The right to issue Union Labels and have them recognized by all segments of organized labor is a basic trade union principle; and

Whereas, The National Federation of the AFL-CIO and affiliated State and Central Federations, in addition to affiliated International Unions, sponsor the establishment of Union Label Committees as a means of furthering the Union Label program; and

Whereas, The program of the Federation and all affiliates is to further the recognition and acceptance of the Union Label; therefore be it

Resolved, That the 1962 Convention of the California Labor Federation, AFL-CIO, go on record in support of the principle that the furtherance of the recognition and acceptance of the Union Label is

in the best interests of all affiliates; and be it further

Resolved, That all affiliates of the California Labor Federation, AFL-CIO, extend recognition and acceptance of the Union Label of each and all affiliated International Unions in good standing in the state Federation under the provisions of its Constitution and By-Laws.

Referred to Committee on Resolutions.
Adopted, p. 59.

Social Security Coverage for County Employees

Resolution No. 85—Presented by Los Angeles County Employees Union B.S.E. I.U. No. 434, Los Angeles.

Whereas, The Employees of the County of Los Angeles are among the few employees within the State of California who do not have Social Security coverage in addition to, or co-ordinated with their Retirement Plan; and

Whereas, Employees of the State of California are also covered with Social Security on a co-ordinated type plan; and

Whereas, Because of the lack of action on the part of the County of Los Angeles there has been no provision for this protection to its employees; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation call for appropriate legislation to be prepared and adopted by the State of California to provide Social Security coverage in addition to, or coordinated with their present retirement plans, for all employees of Counties within the State of California.

Referred to Committee on Legislation.
Filed, p. 84. See Resolution No. 238.

Unemployment Insurance Coverage for Public Employees

Resolution No. 86—Presented by Los Angeles County Employees B.S.E.I.U. No. 434, Los Angeles.

Whereas, Employees of the County of Los Angeles are not presently covered by the Unemployment Insurance Program; and

Whereas, Public Workers throughout the State of California also are without the protection of this coverage enjoyed by those workers in private industry; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation call for appropriate legislation to be prepared and adopted by the State of California to provide Unemployment Insurance for all

public employees within the State of California.

Referred to Committee on Legislation.
Adopted, p. 122.

Disability Insurance Coverage for Public Employees

Resolution No. 87—Presented by Los Angeles County Employees B.S.E.I.U. No. 434, Los Angeles.

Whereas, Employees of the County of Los Angeles are not presently covered by the Disability Insurance Program; and

Whereas, Public workers throughout the State of California also are without this protection enjoyed by those workers in private industry; and

Whereas, The total cost of such a program is paid for by the employee through payroll deduction; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation call for appropriate legislation to be prepared and adopted by the State of California to provide Disability Insurance for all Public Employees within the State of California.

Referred to Committee on Legislation.
Adopted, p. 122.

Social Security Coverage for City Employees

Resolution No. 88—Presented by Los Angeles City Employees Union No. 347, Los Angeles.

Whereas, The Employees of the City of Los Angeles are among the few cities within the State of California who do not have Social Security Coverage in addition to, or co-ordinated with their present retirement plan; and

Whereas, Employees of the State of California are also covered with Social Security or a co-ordinated type plan; and

Whereas, Because of the lack of action on the part of the City of Los Angeles to provide protection to its employees, the Los Angeles City Employees are not covered; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation call for appropriate legislation to be prepared and adopted by the State of California to provide social security coverage in addition to, or co-ordinated with the present retirement plans of all employees of the cities within the State of California.

Referred to Committee on Legislation.
Filed, p. 84. See Resolution No. 238.

Extend Manpower Development Act

Resolution No. 89—Presented by Los Angeles City 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 as possible in their community, and to the end that they may be encouraged and enabled to achieve independence; and

Whereas, The Senate and the Congress of the United States has passed P. L. 87-415, the Manpower Development and Training Act, which advances progress towards independence and self-support for those individuals whose jobs were lost by the effects of automation; and

Whereas, Public Employees are not included in P. L. 87-415, the Manpower Development and Training Act; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation go on record as recommending to the Congress and Senate of the United States that P. L. 87-415 be amended to include Public Employees; and be it further

Resolved, That the appropriate Committee of the Federation work with the civil service unions to develop basic standards for better protection for employees who lost their jobs by the effects of automation, and that the results of the findings be used to get legislation passed for the protection of civil service employees.

Referred to Committee on Legislation.
Adopted, p. 93.

Disapprove Report of Presidential Railroad Commission

Resolution No. 90—Presented by California State Legislative Board, Brotherhood of Locomotive Firemen and Engineers, San Francisco.

Whereas, the California Labor Federation, AFL-CIO, duly assembled in Fourth Convention, has considered the Report of the Presidential Railroad Commission filed with the President of the United States on February 28, 1962; and

Whereas, the California Labor Federation, AFL-CIO, finds that the recommendations of the Presidential Railroad Commission, if given effect, would reduce the number of jobs of railroad engineers, helpers (firemen), conductors, brakemen, and switchmen by nearly half and, reducing the jobs of non-operating em-

ployees, with resultant serious impairment of safety and efficiency of railroad operations, would require more work of employees at lower rates of pay, would deprive railroad operating employees of the fruits of collective bargaining gained in many years of negotiation, and would also by reason of abolition of existing railroad terminals in California, destroy many railroad communities and cause the dislocation of homes of thousands of railroad workers and others; and

Whereas, It is the opinion of the membership of the California Labor Federation, AFL-CIO, that in these times any proposal creating additional loss of employment, longer working hours at lower rates of pay, the breaking up of railroad communities in California, as well as impairment of safety, service and efficiency on the railroads, is un-American, injurious to our national and local economies, contrary to established trends in labor relations, and detrimental to the general well-being of our country, and must be condemned as such; therefore be it

Resolved, And it is hereby recommended, by the 4th Convention of the California Labor Federation, that the Report of the Presidential Railroad Commission of February 28, 1962, be disapproved and opposed as being unfair, and ruinous in the proposed settlement of the wage and work rule dispute on the nation's railroads; and be it further

Resolved, That existing controversies between the railroads and their employees relative to wages, rules and working conditions be resolved in collective bargaining, disregarding the Report of the Presidential Railroad Commission, on a basis which will maintain present jobs, and improve wages and working conditions of railroad employees; and be it finally

Resolved, That a copy of this resolution be sent to the President of the United States, the Secretary of Labor, members of the Senate and House of Representatives, the Governor of California, members of the California State Legislature, and the Presidents of the Railroad Brotherhoods and the American Federation of Labor, AFL-CIO.

Referred to Committee on Resolutions.
Filed; referred to Executive Council,
contingent upon . . . supplying . . .
documents, p. 112.

Oral Examinations in Civil Service

Resolution No. 91—Presented by San Francisco City and County Employees No. 400, San Francisco, and Los Angeles Co. Emps., No. 434, and Contra Costa Co. Emps., No. 302, Martinez.

Whereas, Civil Service examinations are a means of recruiting thousands of employees to public agencies; and

Whereas, After being employed by such agencies these workers may advance through promotional examinations on an oral and written basis; and

Whereas, Experience has shown that discrimination is practiced, particularly in reference to oral examinations; and

Whereas, By their nature such oral examinations are subjective and unfair; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation seek the limiting of the weight of the oral portion of such examinations to a maximum of 15 percent; and be it further

Resolved, That legislation be sought on a state and local level to provide that each examination or test, written or oral, conducted by a public agency, shall conform to standards that are sufficiently objective to be capable of being challenged and reviewed, and shall be recorded in a manner and to a degree sufficient to the purpose.

Referred to Committee on Legislation.
Adopted as amended, p. 85.

Political Activity of Public Employees

Resolution No. 92—Presented by San Francisco City and County Employees No. 400, San Francisco, and Contra Costa Co. Emps., No. 302, Martinez.

Whereas, It is not only our inherent right as American citizens to participate in politics but also our responsibility to do so; and

Whereas, Government employees now represent 13 percent of the total labor force in America; and

Whereas, The various political jurisdictions have passed restrictive legislation strictly limiting public employees' political activity; and

Whereas, These restrictive enactments represent an abridgment of public employees' fundamental constitutional rights; and

Whereas, Political restrictions against 13 percent of the labor force further serve the purpose of puzzling and frightening these working people so that they are afraid to exercise even their present limited rights; and

Whereas, Organized labor has continuously represented a major force in our society in maintaining democratic rights; now, therefore, be it

Resolved, That the Fourth Convention

of the California Labor Federation encourage and support its member locals and public employees in attempts to remove these restrictions through the various legislative bodies, through the courts, or by the ballot box; and be it further

Resolved, That we support the position that no public employee should be prevented from exercising his full political rights; and be it finally

Resolved, That our affiliated local unions seek support of all labor toward this objective in the various local and state councils.

Referred to Committee on Resolutions.
Adopted, p. 91.

Rule of One in Civil Service

Resolution No. 93—Presented by San Francisco City and County Employees No. 400, San Francisco, and Contra Costa Co. Emps., No. 302, Martinez.

Whereas, One of the avowed objectives of a civil service system is to insure that advancement is based on merit and ability rather than bias or favoritism; and

Whereas, The "Rule of One" helps insure the furtherance of this admirable principle; and

Whereas, A number of agencies still retain the unfair outmoded "Rule of Three"; and

Whereas, Opponents of a genuine civil service system are continuing to mount attacks against the "Rule of One" as illustrated by their recent success in Fresno, California; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation go on record as deploring the action of the Fresno City Council in destroying the "Rule of One" for that city's employees; and be it further

Resolved, That this convention strongly affirm its support of the "Rule of One" as an important guarantee of a true merit system.

Referred to Committee on Resolutions.
Adopted, p. 90.

Saturday Holidays for Public Employees

Resolution No. 94—Presented by San Francisco City and County Employees No. 400, San Francisco, and Los Angeles Co. Emps., No. 434, and Contra Costa Co. Emps., No. 302, Martinez.

Whereas, The purpose of granting paid holidays is to enable workers to commemorate events of significance by free-

ing them from the responsibilities and anxieties of a regular workday; and

Whereas, Workers in many public jurisdictions are deprived of holidays, normally celebrated, which fall on a Saturday; and

Whereas, Workers in private industry normally are granted Saturday holidays through celebrating them either on the preceding Friday or the following Monday; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation affirm its support of the right of public workers to truly participate in Saturday holidays by observing them either on the preceding Friday or on the following Monday.

Referred to Committee on Resolutions.
Filed; referred to Executive Council,
p. 91-92.

Public Works and Public Purchases

Resolution No. 95—Presented by Los Angeles County District Council of Carpenters, Los Angeles.

Whereas, Section 4334 of the Government Code of the State of California does not adequately protect the California licensed contractor, manufacturer or materials dealer when bidding on public work, such as bridges, buildings and other structures, or on the purchasing of supplies through the use of State monies; and

Whereas, This condition has resulted in the loss, to both labor and management, of thousands of man hours of labor and the financial revenue derived therefrom; and

Whereas, In many instances the indirect cause has often been the economic difference between the contractual agreements existing in California and the inferior agreements existing in outside States; and

Whereas, The predominant number of contractors, manufacturers and material dealers are duly licensed tax-paying individuals and firms within California, and the labor forces affected by this Code substantially consist of residents and taxpayers; therefore be it

Resolved, That the 4th Convention of the California Labor Federation instruct its legislative representatives to seek an amendment to Section 4334 of the Government Code of the State of California to read as follows:

"Public Work and Public Purchases

Eligibility of contractors for employment on public works; license required;

preferred contractors; eligibility for employment as subcontractor.

A. When calling for bids for contracts for public work to be performed on behalf of the state or any political subdivision thereof, which will be paid for from public funds, no bid shall be considered for performance of a contract, including construction work, which is not submitted by a bidder duly licensed as a contractor in this state.

B. In awarding the contract for work to be paid for from public funds, bids of contractors who have satisfactorily performed prior public contracts, and who have paid state and county taxes within the state for not less than two successive years immediately prior to submitting a bid on a plant and equipment such as is ordinarily required for performance of the contract for which the bid is submitted, or on other real or personal property in the state equivalent in value to such plant, shall be deemed a better bid than the bid of a competing contractor who has not paid such taxes, whenever the bid of the competing contractor is less than ten per cent lower, and the contractor making a bid, as provided by this section, which is deemed the better bid, shall be awarded the contract.

C. No contract awarded for public work shall be sublet to a sub-contractor who has not paid taxes as required by this section.

Preference for locally manufactured materials in awarding contractors for furnishing materials.

In awarding contracts for furnishing materials, either directly or through a contractor or subcontractor, to the state or any political subdivision thereof, to be paid for from public funds, bidders who furnish materials produced or manufactured in the state shall be awarded the contract in preference to any competing bidder who furnishes materials not produced or manufactured in the state, whenever the bid of the competing bidder, quality and suitability considered, is less than ten per cent lower.

Preference for materials supplied by resident dealers in awarding contracts for furnishing materials.

In awarding contracts for furnishing materials, either directly or through a contractor, to the state or any political subdivision thereof, to be paid for from public funds, the contract shall be

awarded to bidders who furnish materials supplied by a dealer who is a resident of the state who has for not less than two successive years immediately prior to submitting the bid paid state and county taxes within the state on a stock of materials of the kind offered and reasonably sufficient in quantity to meet the requirements of customers from stock, instead of shipping stock into the state to fill orders previously taken, in preference to a competing bidder who furnishes materials not supplied by the resident dealer, whenever the bid of the competing bidder, quality and suitability considered, is less than ten per cent lower than that of the resident dealer."

Referred to Committee on Legislation.
Adopted, p. 93.

Free Choice of Doctors in Workmen's Compensation

Resolution No. 96—Presented by Los Angeles County District Council of Carpenters, 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 4th Convention of the California Labor Federation, as an important and primary part of its legislative program, seek to secure such changes as are necessary at the 1963 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.
Filed, p. 119. See Resolution No. 48.

Six Months' Probation for County and Municipal Employees

Resolution No. 97—Presented by Alameda County School Employees No. 257, San Leandro.

Whereas, Some county and municipal school employees have an unduly long probationary period extending beyond the generally accepted six months; and

Whereas, State employees and school districts with a merit system have a six-months probationary period; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation request that all Public Employees Jurisdictions institute a maximum six (6) months probationary period; and be it further

Resolved, That this Convention press to have legislation instituted to this effect, insuring compliance with the six-months deduction intent of the retirement system.

Referred to Committee on Legislation.
Adopted, p. 83.

Merit System

Resolution No. 98—Presented by Alameda County School Employees No. 257, San Leandro.

Whereas, The California Employees Association has gone on record to change the Education Code Article 5, Merit System from a permissive system to a mandatory system for all California School Districts; and

Whereas, The Education Code — Article 5 — Merit System, section 13701-

13702.1 NOW designates how the School Districts can accept a merit system under a permissive basis; now, therefore, be it

Resolved, That the California Labor Federation through its legislative committee, study this proposal that will be submitted to the California State Legislature in January 1963 by the California School Employees Association; and finally be it

Resolved, That the California Labor Federation's fourth Convention go on record to oppose such legislation, contending it would be contrary to union collective bargaining and damaging to good personnel policies now in use.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 84.

Prohibit Imported Strikebreakers

Resolution No. 99—Presented by San Francisco Web Pressmen's Union No. 4, San Francisco.

Whereas, Organized Labor of the printing trades unions who enjoy working contracts have been involved in strikes in the cities of Portland, Oregon; St. Petersburg, Florida; Miami, Florida; Oklahoma; cities in New Mexico and other states; 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 papers in the cities and states mentioned above. These benefits have either been paid for by insurance companies or by publisher associations in these United States of America.
- (2) It can definitely be proven that professional strikebreakers have been imported into these cities and states for the express purpose of breaking the unions and its members involved in these labor strikes; and

Whereas, The importation of professional strikebreakers has reached into further fields involving other unions, members of the AFL-CIO and independent unions; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, assembled in the City of Long Beach, instruct the president, secretary, and legal counsel to have submitted to the next session of the California Legislature, Assembly and Senate bills that will make the practice of importing and recruiting strikebreakers from outside the boundaries of the State of California unlawful and pun-

ishable by a fine or jail sentence, or both, if found guilty.

Referred to Committee on Legislation.
Filed, p. 87. See Resolution No. 252.

California Fine Arts Commission

Resolution No. 100—Presented by Musicians Union No. 47, Hollywood.

Whereas, Many of our citizens lack adequate opportunity to view, enjoy or participate in live theatrical performances, musical concerts, operas, dance and ballet recitals, art exhibits, examples of fine architecture, and the performing and visual arts, generally; and

Whereas, The members of organized labor in general have a tremendous stake in the broadening of the cultural horizons and opportunities as exemplified by the living arts; and

Whereas, Many labor organizations are concerned directly with the limited and increasingly limited opportunities for employment in the living arts; and

Whereas, It is desirable, necessary and proper for government at all levels to take an interest in support of culture and the living arts; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, support and encourage government interest at all levels in furthering the living arts as a positive contribution to our heritage; and be it further

Resolved, That employment opportunities for skilled and talented performers in the living arts should be increased, broadened and encouraged; and be it further

Resolved, That these objectives in general will be furthered through the adoption of legislation as proposed for the California Legislature 1963 general session in Assembly Pre-print Bill No. 1, proposed by the Honorable Jesse Unruh, Speaker of the Assembly.

Referred to Committee on Resolutions.
Adopted, p. 92.

Union Label Councils

Resolution No. 101—Presented by Cap Makers Union No. 22, Los Angeles.

Whereas, the Union Label has been and is the guarantee that symbolizes good union wages, and has meant the elimination of sweatshop conditions, and the safeguard of decent working conditions; and

Whereas, The Union Label of the United Hatters, Cap and Millinery Workers International Union was an important weap-

on in organizing the workers in the Headwear Industry; and

Whereas, Greater emphasis on the Union Label and its promotion can serve to persuade now unorganized workers of the benefits of unionization; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation urge each affiliated union to join the Union Label Council in its area, and assist in the activities of these Label Councils; and be it further

Resolved, That each delegate to this Convention of the California Labor Federation take upon himself an obligation to spread the message of labor solidarity through the purchase and promotion of Union Label Products.

Referred to Committee on Resolutions.
Filed, p. 59. See Resolution No. 84.

Employees of LAMTA

Resolution No. 102—Presented by California Legislative Board, Brotherhood of Railroad Trainmen, San Francisco.

Whereas, The Brotherhood of Railroad Trainmen caused to have introduced in the 1961 session of the California Legislature, Assembly Bill No. 2397, Dills, a bill which would amend the LAMTA Act of 1957, as amended, which would provide that when the Authority acquired existing facilities from a public or privately owned utility, either by eminent domain or otherwise, employees of public utilities be appointed to comparable duties with the Authority without being given an examination, and in addition, that such employees so appointed who perform the type of duty or service which is a subject of collective bargaining agreement between the Authority and the labor organization, would be covered by such collective bargaining agreement and for certain other protection of employees of acquired facilities; and

Whereas, Assembly Bill No. 2397, Dills, was not given favorable consideration by the 1961 session of the Legislature; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation, AFL-CIO, instruct its representative to seek to have introduced in the 1963 session of the legislature, a bill which would provide that whenever the Authority acquires existing facilities from a publicly or privately owned public utility either by eminent domain or otherwise, the employees of such acquired public utility whose duties pertain to the facilities acquired shall be appointed to compa-

rable positions in the Authority without examination, to the extent necessary for operation of the facilities. All of the employees of such acquired utility so appointed who perform the type of duties or services which are the subject of a collective bargaining agreement between the Authority and a labor organization shall be covered by such collective bargaining agreement. The seniority of such employees shall be merged with that of the other employees of the Authority covered by such agreement. All employees of such acquired utility so appointed who perform the type of duties or services which are not the subject of a collective bargaining agreement between the Authority and a labor organization shall be given sick leave, seniority, and vacation and pension credits in accordance with the records of such acquired public utility. In the event a dispute arises as to whether any employees of an acquired utility are covered by a collective bargaining agreement between the Authority and a labor organization, such dispute shall be submitted to the State Conciliation Service for determination. The State Conciliation Service shall then determine the dispute after public hearing held by the Service upon due notice to all interested parties. In making its determination the State Conciliation Service shall be guided by the relevant federal law and administrative practice. The Authority may extend the benefits of this section to officers or supervisory employees of the acquired utility.

Referred to Committee on Legislation.
Disapproved, p. 61.

LAMTA Legal Counsel

Resolution No. 103—Presented by California Legislative Board, Brotherhood of Railroad Trainmen, San Francisco.

Whereas, The Brotherhood of Railroad Trainmen caused to have introduced in the 1961 session of California Legislature, Assembly Bill No. 2303, Hawkins, removing from the provisions of the Los Angeles Metropolitan Transit Authority Act of 1957, as amended, the right of the Authority to appoint its attorneys; and

Whereas, Assembly Bill No. 2303, Hawkins, did provide that the Attorney General of the State of California would be the legal counsel and the cost of his service would be charged against the Authority; and

Whereas, Assembly Bill 2303, Hawkins, was defeated in the 1961 session of the Legislature; now, therefore, be it

Resolved, That the 4th Convention of

the California Labor Federation, AFL-CIO, instruct its legislative representative to seek to have introduced in the 1963 session of the legislature, a bill which would provide, in effect, that in all matters of legal representation, including the giving of opinions, on institution and on defense of legal action, the Attorney General shall act as legal counsel for the Authority; and be it further

Resolved, That the Attorney General may appoint a house counsel to service the LAMTA in legal capacity and the cost of his services shall be charged against the LAMTA.

Referred to Committee on Legislation.
Adopted, p. 62.

LAMTA Members

Resolution No. 104—Presented by California Legislative Board, Brotherhood of Railroad Trainmen, San Francisco.

Whereas, In the 1961 session of the California Legislature, the Brotherhood of Railroad Trainmen caused to have introduced Assembly Bill No. 2439, McMillan, which would have repealed the present provisions of the LAMTA Act providing that the Governor appoint 7 members of the Authority, and amended the Act to provide that the Authority would be composed of 5 members to be elected by the voters of Los Angeles County on the supervisorial district level and boundaries; and further provided for the qualifications of the candidates and their term of office; and for an adequate salary for rendering full time service; and

Whereas, The California State Senate killed AB 2439; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation, AFL-CIO, instruct its representative to seek to have introduced in the 1963 session of the Legislature a bill having the same purpose as AB 2439 above described.

Referred to Committee on Legislation.
Adopted, p. 62.

LAMTA Employee Representation

Resolution No. 105—Presented by California Legislative Board, Brotherhood of Railroad Trainmen, San Francisco.

Whereas, In the 1961 session of the California Legislature, the Brotherhood of Railroad Trainmen caused to have introduced Assembly Bill No. 2493, Beaver, which, in effect, would provide in part that Section 3.6 of the LAMTA Act of 1957, as amended, would provide that the State Conciliation Service would not en-

tain a petition for representation in a unit for which a collective bargaining agreement has previously been certified, unless such petition was supported by current authorizations signed by not less than 50 percent of employees in the unit; and

Whereas, Assembly Bill No. 2493, Beaver, did not receive favorable consideration in the legislature; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation, AFL-CIO, instruct its legislative representative to seek to have introduced in the 1963 session of the legislature a bill which would provide that the LAMTA Act of 1957, as amended, be further amended to provide that State Conciliation Service shall not entertain any petition with respect to a unit for which a collective bargaining agreement has previously been certified, unless said petition is supported by current authorizations, dated within 6 months prior to filing of petition, signed by not less than 50 percent of the employees in said unit.

Referred to Committee on Legislation.
Disapproved, p. 61.

Safety Equipment for Coaches

Resolution No. 106—Presented by California Legislative Board, Brotherhood of Railroad Trainmen, San Francisco.

Whereas, In the 1961 session of the California Legislature, the Brotherhood of Railroad Trainmen caused to have introduced Senate Bill No. 1531, Miller, a bill which would require that all bus and trolley coaches of a type subject to registration be equipped with a mirror affixed to the right hand side of the bus or trolley coach, in such a way as to reflect to the driver a view of the highway for a distance of at least 200 feet to the rear or right hand side of the bus or trolley coach; and

Whereas, Such legislation would require every bus or trolley coach to be equipped with moveable eye shades of sufficient size to shade the eyes of an operator of a bus or trolley coach while driving facing the sun; and

Whereas, Said Bill was passed by the California Legislature and signed by the Governor, Chapter 1381; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation, AFL-CIO, instruct its legislative representative to use his good offices to see that Sec-

tion 26709 and Section 26711 of the California Vehicle Code be retained in the Vehicle Code and not be rescinded, amended or repealed in the 1963 session of the California Legislature.

Referred to Committee on Resolutions.
Adopted, p. 111.

Railroad Mergers

Resolution No. 107—Presented by California Legislative Board, Brotherhood of Railroad Trainmen, San Francisco.

Whereas, There is currently evidence of an intensive struggle between dominant and powerful regional railroad corporations to gain control of other strategic railroad properties in order to strengthen and extend their position in traffic and create a transportation monopoly without consideration of the effects of the elimination of competition and curtailment of railroad services resulting from consolidations, unifications, or acquisitions of control, on smaller and weaker railroads, or the effects upon the welfare and convenience of the general public and on small business establishments, and without consideration of the severe economic loss to the areas and communities served; and

Whereas, Unwarranted consolidations, unifications, mergers, and acquisitions of control already accomplished and proposed reveal the problems of serious difficulties for weaker railroads, elimination of competition for traffic, and curtailments of needed railroad facilities in many areas, and demonstrate a negative and inadequate approach to the necessity of adjusting the nation's railroads to the needs of a dynamic, expanding economy; and

Whereas, There are currently pending before the Interstate Commerce Commission several applications by powerful railroad corporations to consolidate, unify, merge, or to acquire control of less powerful and smaller railroads, such as Southern Pacific-Santa Fe applications to acquire control of Western Pacific, of immediate concern to California; which, if approved by the Commission, will have serious impact upon the economic life of the areas in which such railroads are located and upon the nation as a whole; and

Whereas, The comprehensive study of our national transportation problems which has just been completed by a special study group for the United States Senate Interstate Commerce Committee, while favoring further mergers, consolidations, acquisition of control in the railroad industry, has nevertheless warned that the process should be halted temporarily until a proper overall plan is evolved

to prevent irreparable damage which may be done to our existing railroad network and to protect the interest and welfare of the general public and industry; and

Whereas, Members of the Interstate Commerce Commission have been actively encouraging consolidations, unifications, mergers, and acquisition of control of railroads by other railroads on any basis and without regard to the adverse effect upon the economic life of the areas and communities served and the long-range transportation needs and defense needs of the nation; and

Whereas, There are currently pending in the United States Congress several legislative proposals, including S. 3097 (Kefauver, Metcalf, and Mansfield), to temporarily suspend the authority of the Interstate Commerce Commission to approve future consolidations, unifications, mergers, or acquisitions of control of railroad corporations in order to provide the Congress with sufficient time to review the problems arising from the present railroad merger movement; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, in furtherance of the national position, expressing full agreement with such legislation, approve the intent of S. 3097 as expressed by Legislative Director Andrew J. Biemiller, "We believe Congress should have full opportunity to study the inadequacies of the present law and of ICC procedures. We believe such a study by Congress should result in new legislation which will permit railroad mergers only under conditions which will adequately protect the public interest." Be it further

Resolved, That a copy of this resolution be forwarded promptly to the California member of the United States Senate Commerce Committee, the Honorable Clair Engle, and to California members of the House Interstate and Foreign Commerce Committee, the Honorable John E. Moss and Honorable J. Arthur Younger.

Referred to Committee on Resolutions.
Filed, p. 112. See Resolution No. 173.

Jurisdiction Over Passenger Trains

Resolution No. 108—Presented by California Legislative Board, Brotherhood of Railroad Trainmen, San Francisco.

Whereas, Prior to the enactment of the Transportation Act of 1958 by the United States Congress, effective 120 days from August 12, 1958, the individual States, through their public service commissions,

or other designated State agency, had rightful jurisdiction over operation, and discontinuance or change in services, of passenger trains or ferries operated by common carrier railroads within the boundaries of their respective states; and

Whereas, Section 5 of the aforesaid Act amended the Interstate Commerce Act by adding a new Section 13a thereto which provided a method and procedure to make it possible for railroads subject to the Act to discontinue or change, in whole or in part, the operation and service of trains and ferries operated by such common carrier railroad notwithstanding otherwise applicable state laws and/or state commission orders; and

Whereas, Section 13a of the Interstate Commerce Act did wrongfully take away from California and the individual states their authority and responsibility to provide adequate and reasonable transportation services required for the necessity and convenience of the general public and subjected such services to the discretion and whims of the Interstate Commerce Commission; and

Whereas, The enactment of said Section 13a merely authorizes the said Commission, during the 30-day period following carrier notice of intent to discontinue or change the operation of any passenger train or ferry, either upon complaint or upon its own motion, to enter into an investigation, and to order the carrier to continue operation of such train or ferry, in whole or in part, pending hearing and decision in such investigation; and

Whereas, In a vast majority of instances said Commission has permitted discontinuance of trains and/or services, and, in some instances, refused to enter upon an investigation, thus leaving the carrier free to eliminate trains and services deemed vital in the interest of the traveling public; and

Whereas, Most railroads, through wholesale discontinuance of trains and services, have unscrupulously taken advantage of Section 13a aforesaid, and of the indifferent attitude of the Interstate Commerce Commission in its utter disregard of the needs of the traveling public, causing much inconvenience and discomfort to persons having need of adequate and reasonable transportation service; and

Whereas, There are now pending before the Congress of the United States several legislative proposals, such as S. 3216 (Hartke), which have for their purpose the repeal of said Section 13a of the Interstate Commerce Act and thereby the return to California, among the individual

states, of its rightful authority and responsibility over the operation of trains and services so as to meet the just and reasonable requirements of the traveling public; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, fully support the aforesaid relative proposals to repeal Section 13a of the Interstate Commerce Act, and that notification of support be forwarded promptly to the California representative on the United States Senate Commerce Committee, the Honorable Clair Engle, and to California representatives on the House Interstate and Foreign Commerce Committee, the Honorable John E. Moss and Honorable J. Arthur Younger.

Referred to Committee on Resolutions.
Adopted. p. 112.

Disapprove Subsidy of Foreign Motion Pictures

Resolution No. 109—Presented by Motion picture Sound Technicians No. 695, Hollywood.

Whereas, 30,000 IATSE & MPMO members depend upon employment in the motion picture industry for their livelihood; and

Whereas, Employment in the motion picture industry has been drastically reduced by the production of motion pictures made outside the United States; and

Whereas, Foreign and American motion picture companies and producers are being subsidized either directly or indirectly by these foreign countries, some of which are receiving foreign aid from the United States; and

Whereas, Foreign and United States companies and producers are increasing the number of motion pictures made abroad, and are therefore causing more people to be unemployed here at home; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation be placed on record as opposing any further foreign aid by the United States Government to any country that (by subsidy or co-production either directly or indirectly) aids any foreign and/or United States company in the production of motion pictures outside the United States.

Referred to Committee on Resolutions.
Adopted, p. 111.

Defend Unemployment Insurance From Attack

Resolution No. 110—Presented by UAW No. 216, South Gate, Calif.

Whereas, There has been on the Statutes of the State of California, a law known as the Unemployment Insurance Code, the basic portent of which is of a remedial nature and which since its inception has served to offset major economic disasters and helped in some measure to alleviate the pressures occasioned by unemployment; and

Whereas, There has come into existence a committee of employers who have through a series of articles in the public press sought to downgrade, vilify, and cast a shadow of suspicion upon the Act, its functions, and its administration; and

Whereas, This same self-styled committee has apparently distorted the over-all general good that the Act has done by citing isolated and dramatic cases from among the hundreds of thousands of legitimate claims handled and processed weekly; and

Whereas, The real intent of this employer group is one of seeking tax reduction (and/or employer advantage regardless of the cost to the worker) through maintaining and financing the operation of these unemployment insurance tax consultants' staffs whose sole purpose is to reduce the employer's unemployment insurance tax by protesting claims regardless of the true merits of the individual claimant's case; and

Whereas, Such publicity is therefore unilateral and not to the benefit and betterment of the working public and the public at large; and

Whereas, One of the obvious intents of these articles by the Inter-Association Unemployment Insurance Committee is preparation of propaganda for the forthcoming election campaign; therefore be it

Resolved, That this Fourth Convention of the California Federation of Labor, AFL-CIO, utilize all of the publicity means and legislative pressures at the disposal of the Federation to:

1. Present to the public the real and true story of the purpose and intent of the unemployment insurance law and its operation and administration.
2. Bring to the attention of the public the tremendous good and the outstanding activity that the present administration of the Department of Employment has accomplished both in its service to the individual and the community as a whole in helping to stabilize the economy and to alleviate the sufferings of the unemployed.
3. Counteract all publicity adverse to the

interests of the working men and women of California.

4. Offset all attempts to nullify or in any way reduce the benefits of unemployment insurance or in any way make the eligibility requirements more stringent, which would tend to depress the economy and harm the public at large. Therefore be it further

Resolved, That this convention alert the political arm (COPE) of the California Labor Federation, AFL-CIO, to be constantly cognizant of the attempts of the Inter-Association Unemployment Insurance Committee to use the Department of Employment as a political football in the forthcoming election.

Referred to Committee on Resolutions.
Adopted, p. 29.

Interest on Home Buyer's Impounded Funds

Resolution No. 111 — Presented by American Federation of State, County and Municipal Employees No. 361, Los Angeles.

Whereas, In the course of many home purchases, a portion of the monthly payment is impounded for purposes of estimated taxes and insurance; and

Whereas, The lending agency impounds funds which lie idle before being used; and

Whereas, No interest accrues to the home buyer, including veteran home buyers, and the potential interest is lost to the said buyers; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation support such activity as may be necessary to account to the home buyer for interest on impounded funds.

Referred to Committee on Resolutions.
Adopted, p. 45.

Civil Service Longevity Pay

Resolution No. 112 — Presented by American Federation of State, County and Municipal Employees No. 361, Los Angeles.

Whereas, The State employee as a public servant does not enjoy collective bargaining rights as does his counterpart in private industry; and

Whereas, Even though the laws of this State clearly provide for the State employees' wages to be equal to those paid for comparable work in private industry, there is a traditional three-to-five-year

time lapse in bringing about this adjustment; and

Whereas, The result of this time lapse is that the wage earner in private industry will, during his working life, earn many thousands of dollars more than his counterpart in State service; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation instruct its legislative representatives to seek to have a longevity pay plan added to the Civil Service Code of this State providing for a five percent increase beginning with the eleventh, sixteenth, twenty-first and twenty-sixth year of continuous service as a State employee.

Referred to Committee on Legislation.
Adopted, p. 83.

Collective Bargaining for Teachers

Resolution No. 113 — 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 1958, 1959, and 1960 (CLF Convention Resolutions Nos. 215 and 308; No. 9, and No. 70); and

Whereas, During these years, in the absence of such legislation, the need for collective bargaining has become more acute as gains in private employment have increased; and

Whereas, In the absence of such legislation, undemocratic and weak company-union type collective "negotiations" have failed time and again to provide for the economic objectives of teachers or to promote the ends of sound education; and

Whereas, Experience has shown elsewhere that the collective bargaining process is ideally suited for securing such desirable ends as have been indicated; now, therefore, be it

Resolved, That the fourth convention of the California Labor Federation reaffirm its support of collective bargaining for the teachers in the public schools of California and introduce legislation to that effect to implement that process.

Referred to Committee on Legislation.
Adopted, p. 87.

Removal of School District Tax Limits

Resolution No. 114 — Presented by Teachers No. 61, San Francisco.

Whereas, The failure of the Federal government to pass legislation providing funds for school construction and teach-

ers' salaries has thrown a heavy burden of finance on State and local resources; and

Whereas, California now ranks fifth highest in the nation in average number of pupils per class and, at present rates of growth, will shortly be first in the nation, with the highest number of pupils per class; and

Whereas, In district after district, schools have exceeded the State-prescribed tax limit by special over-ride elections; and

Whereas, In district after district, it has become increasingly difficult to secure the necessary operating funds through such cumbersome election procedures; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation support legislation designed to grant local school districts the power to tax as necessary in their jurisdictions without having to resort to special over-ride tax elections.

Referred to Committee on Resolutions.
Adopted, p. 46.

Teacher Placement Agency in State Department of Employment

Resolution No. 115—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 of teacher organization, or on private employment agencies—all of which charge fees for public employment; now, therefore, be it

Resolved, That the fourth convention of the California Labor Federation reaffirm its 1960 convention resolution No. 173 supporting 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. 122.

Ballot Proposition No. 24 (Francis Amendment), "Control of Subversive Activities"

Resolution No. 116 — Presented by Teachers No. 61, San Francisco.

Whereas, The Labor Movement in the United States and in the State of Califor-

nia has historically opposed all forms of totalitarianism that would destroy our American form of government; and

Whereas, There has been qualified for the ballot for the state-wide November election, a proposed anti-communist amendment to the California Constitution; and

Whereas, The proposed amendment attempts to define a "communist action organization," "communist front organization," and "subversive organization," and said proposed amendment in Section 3 gives the power to an Appellate or Superior Court, or the Grand Jury of any County in this State, or the Attorney General of California, or any court, officer, board, commission, agency, or other body of the Government of the United States to find an organization to be a "communist action organization or a communist front organization"; and

Whereas, The proposed amendment will make it possible for any grand jury in California together with other governmental bodies mentioned above to make a determination of who or what is subversive, thus investing the power in such bodies and officers of the government of the functions of accusation, conviction and sentence, and thus altering the whole system of judicial safeguards; and

Whereas, The proposed amendment gives the power of conviction by mere accusation, not merely to grand juries, but to a massive array of Federal officials and agencies; and

Whereas, The branding as subversive by any of the governmental bodies mentioned above will punish any organization as well as its members; and

Whereas, The proposed amendment will undermine the fundamental processes of justice and the individual liberties of all, and

Whereas, The proposed amendment is blatantly discriminatory and patently unconstitutional in that without any justification whatsoever, it points the finger of suspicion at and singles out the employees and teachers and administrators of our public school system for special consideration and deprives them alone under Section 7 of their Constitutional rights, in that it is set out as the duty of any employee of any school district who may be subpoenaed before a Federal or State investigating committee to appear before said committee and specifically to answer under oath any questions asked of said employee, thus depriving this particular

class of employees of their Constitutional rights as guaranteed by the First and Fifth Amendments to the United States Constitution; and

Whereas, Both the Republican and Democratic candidates for Governor of the State of California have opposed said amendment on the grounds that it is poor legislation and unnecessary; and

Whereas, The United States Supreme Court has determined that the United States Congress has preempted the field of anti-subversive legislation and has further held that any State legislation which infringes upon this Federal field is unconstitutional; and

Whereas, The present provisions of the Constitution of the State of California are adequate to give the legislative, executive, and judicial departments of the State government all necessary means for controlling subversive activities; and

Whereas, Responsible constitutional lawyers have analyzed said proposed amendment and firmly believe that most parts of the amendment deny due process of law to thousands of individuals who may be affected thereby; and

Whereas, The proposed amendment will undermine the fundamental processes of justice and the individual liberties of all; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation go on record as being unalterably opposed to Proposition No. 24 and urge all citizens of the State of California and specifically all trade union members and their families to actively campaign against this amendment and to vote against it in the November election.

Referred to Committee on Resolutions.
Adopted, p. 59.

Assessment of State Property for School Taxes

Resolution No. 117—Presented by State Hospital Employees No. 174, Napa.

Whereas, The State of California has institutions and installations throughout the state where private homes have been erected by the state out of tax funds to house state employees, thereby competing with free enterprise; and

Whereas, The families in the private homes on state tax-exempt property send their children to the local public schools, often by public school bus, without any revenue coming from these homes into the school districts whereby the public

in the surrounding area has to carry the school tax load; and

Whereas, There are state employees living in state housing making salaries as high as \$1500.00 or more a month who contribute nothing to the local school districts for their children attending public schools and, in some instances where the employee is required to live on the grounds, he is able to deduct the rent from his Federal Income Tax; and

Whereas, In the instance of the Veterans' Home of California, there are also close to 2000 home members who live in tax-exempt housing and vote on bond issues, school tax increases, and are able to swing local elections, without paying a dime toward the costs due to living on tax-exempt property; and

Whereas, Governor Brown has stated in the press that he desired to close the tax loopholes for the benefit of the State of California; and

Whereas, The federal government underwrites the cost of each child attending the public schools from federal installations; now, therefore, be it

Resolved, That this Fourth Convention of the California Labor Federation urge that legislation be enacted requiring that the county assessor have the right to assess state-owned private homes and living quarters for school tax purposes and the employee-tenants be required to pay said taxes; and be it further

Resolved, That state institutions with patient or member population with the right to vote, be declared districts unto themselves and not be included in school bond and tax districts.

Referred to Committee on Legislation.
Disapproved, p. 87.

Repeal of California Fair Trade Act

Resolution No. 118—Presented by Central Labor Council of San Diego County, San Diego.

Whereas, The Executive Council of the AFL-CIO, through its Legislative Department, has taken a position against so-called "Fair Trade" laws on the national level and has by resolution attacked the same kind of legislation on the state level; and

Whereas, The California Labor Federation through its Secretary, Thomas Pitts, testified before the Masterson Committee that the Federation opposed 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 laws; and

Whereas, The Masterson Committee found that the artificial price and profit support of so-called "Fair Trade" was costing consumers of California \$350,000,000 on the purchase of just those items now under resale price maintenance contracts; and

Whereas, The Association of California Consumers, with whom this Council is affiliated, has declared that so-called "Fair Trade" laws should be repealed; therefore be it

Resolved, That the California Labor Federation at its Fourth Annual Convention again go on record as re-affirming its position in opposition to "Fair Trade" laws and authorize the Secretary of the California Labor Federation to draw up legislation to be submitted to the next session of the legislature to repeal the California Fair Trade Act.

Referred to Committee on Legislation.
Adopted, p. 61.

No Relaxation of Women's Eight-Hour Law

Resolution No. 119—Presented by Office and Professional Employees Union, Local 3, San Francisco; San Francisco Labor Council.

Whereas, Resolution No. 184 of the 1961 AFL-CIO Miami Convention resolved that: "Reduction in standard hours of work with no loss of pay should be sought as a vital part of our total program to solve the problem of unemployment, to convert our rapid technological progress into a boon rather than a burden, and to bolster the long-term economic and social health of our society. We shall seek urgent exploration of the various approaches and obstacles to such beneficial reduction of hours. We call upon all affiliated unions to give the highest priority to the search for and negotiation of ways to reduce hours of work to assure adequate job opportunities now and in the future"; and

Whereas, Since 1911 the law of the State of California has provided a maximum 8-hour law for women; and

Whereas, During actual national emergencies such as occurred at the time of the now expired California Defense Production Act during the last war, certain relaxations were made to this basic law of our State; and

Whereas, The unemployment situation in our State is such that a real emergency

lies in the need of spreading work and not in attempting to weaken present liberal legislation with claims of phony "emergencies"; and

Whereas, Actually the entire trend in modern industry brought on by automation and future adjustments of tariffs must be faced in accord with the AFL-CIO policy of even shorter hours of labor for both men and women; and

Whereas, Certain mercenary interests in our state are continually attempting to take away rights that have been established and enjoyed for many years, under the guise of introducing so-called "emergency" laws; and

Whereas, Any extension in the permissive hours of labor for women has ramifications in the care of children, the maintenance of the American home and the creation of innumerable hardships; now therefore be it

Resolved, That the Fourth Convention of the California Labor Federation go officially on record in opposition to any amendments on the relaxation of the standard eight-hour law for women in California; and be it further

Resolved, That the California Labor Federation submit legislation to the forthcoming Legislative Session designed to shorten without exceptions the permissive hours of labor for women in the State of California; 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, and that the Governor of California and members of the California State Legislature also be informed of this action.

Referred to Committee on Legislation.
Adopted, p. 88.

State Fair Labor Standards Act

Resolution No. 120—Presented by Office and Professional Employees Union, Local No. 3, San Francisco; San Francisco Labor Council.

Whereas, The California Labor Federation has been continually working through its legislative program to enact 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; and

Whereas, Such a law should provide

coverage for all workers—male and female alike; and

Whereas, A statutory minimum per hour and statutory penalty pay provisions as a minimum protection against excessive working hours should be included in a State Fair Labor Standards Act; now therefore be it

Resolved, That the California Labor Federation assembled in Fourth Convention, inform all Central Labor bodies in the State of California, as well as the Governor of the State of California and members of the California State Legislature, of its position on this issue.

Referred to Committee on Resolutions.
Filed, p. 28. See Policy Statement III (d).

Full Tax Deduction for Child Care

Resolution No. 121—Presented by Office and Professional Employees Union, Local No. 3, San Francisco; San Francisco Labor Council.

Whereas, Many women who are in the labor market are forced to pay a large portion of their incomes for child care during working hours; and

Whereas, The present tax laws grant only a very limited deduction for child care for single or unmarried taxpayers with dependents; therefore be it

Resolved, That the California Labor Federation assembled in Fourth Convention, go on record in favor of changing the \$600.00 limit, as well as other limiting qualifications, providing for full tax deduction for child care for single or unmarried taxpayers with dependents; and be it further

Resolved, That the California Labor Federation attempt to get legislation introduced before Congress providing for full tax deduction for child care for single or unmarried taxpayers with dependents.

Referred to Committee on Resolutions.
Adopted, p. 27.

Enforce Equal Pay for Equal Work

Resolution No. 122—Presented by Office and Professional Employees No. 3, San Francisco; San Francisco Labor Council.

Whereas, Section 1197.5 of the Labor Code of the State of California with respect to equal pay for equal work had certain suggested amendments before the legislature in 1955 to improve the enforcement of this equal pay for equal work statute; and

Whereas, This suggested legislation was not acted upon; and

Whereas, The continuing goal of the

labor movement is to establish the principle of equal pay for equal work for women; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation seek legislation amending Section 1197.5 of the Labor Code of the State of California to read as follows:

“1197.5. (a) No employer shall pay any female in his employ at wage rates less than the rates paid to male employees in the same establishment for work of comparable quantity and quality on comparable operations; provided that nothing herein shall prohibit a variation of rates of pay for male and female employees engaged in comparable work based upon a difference in seniority, length of service, ability, skill, difference in duties or services performed, whether regularly or occasionally, difference in the shift or time of day worked, or other reasonable differentiation, factor or factors other than sex, when exercised in good faith.

“(b) Every employer shall keep an accurate record showing the names, addresses, job classifications, wages paid, and actual hours worked by all employees.

“(c) Any employer who violates subdivision (a) of this section is liable to each employee affected in the amount of the wages of which such employee is deprived by reason of such violation.

“(d) The Division of Industrial Welfare shall investigate and gather data regarding wages, hours and other conditions and practices of employment in any industry subject to this section. The Division may enter and inspect such places and their records, and may make transcripts thereof, question the employees, and investigate such facts, conditions, practices, and matters as may be deemed necessary or appropriate to determine whether any person has violated any provisions of this section.

“(e) Any person may register with the Division of Industrial Welfare a complaint that the wages paid to female employees are less than the wages to which such employees are entitled under this section.

“(f) The Division of Industrial Welfare shall take all proceedings necessary to enforce the payment of any sums found to be due and unpaid to the women employees.

“(g) Any woman receiving less than the wage to which she is entitled under this section may recover in a civil action

the balance of such wages, together with the costs of suit, notwithstanding any agreement to work for a lesser wage." And be it further

Resolved, That Section 1199 be the penalty section for Division 2, Part 4, Chapter 1 of the Labor Code and apply to Section 1197.5 as follows:

"1199. Every employer or other person acting either individually or as an officer, agent or employee of another person is guilty of a misdemeanor and is punishable by a fine of not less than fifty dollars (\$50.00) or by imprisonment for not less than 30 days, or by both, who does any of the following:

"(c) Violates or refuses or neglects to comply with any provision of this chapter or any order or ruling of the commission." And be it finally

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 the State of California and members of the California State Legislature.

Referred to Committee on Legislation.
Adopted, pp. 87-88.

Support Equal Pay for Equal Work

Resolution No. 123—Presented by Office and Professional Employees No. 3, San Francisco; San Francisco Labor Council.

Whereas, It has been a continuing goal of the Office and Professional Employees, Local No. 3, to establish the principle of equal pay for equal work for women; and

Whereas, Through collective bargaining, our Local Union has been successful in achieving this goal in some cases; and

Whereas, In many unorganized offices women are not being paid wages commensurate with wages paid men for the same work; now, therefore, be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, reaffirm its position of equal pay for equal work for women in the United States; and be it further

Resolved, That the California Labor Federation continue its efforts to bring about legislation on the national level which will insure for women equal pay for equal work.

Referred to Committee on Resolutions.
Adopted, p. 111.

Unemployment Insurance for State Employees

Resolution No. 124—Presented by Union of State Employees No. 411, Sacramento.

Whereas, State Employment is a matter geared to state requirements and its economy; and

Whereas, When those needs decrease or vary downward, a certain number of employees are involuntarily separated or "laid off"; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation support the position that when state employees are separated, other than for retirement, they shall enjoy the benefits of normal "unemployment insurance or compensation," or lacking this, shall receive six (6) months severance pay, and further, that being granted such unemployment insurance protection will in no way mitigate or reduce their preferential re-employment rights as presently established.

Referred to Committee on Resolutions.
Filed, pp. 89-90. See Policy Statement
V (b) 7.

In-Service Training for State Employees

Resolution No. 125—Presented by Union of State Employees No. 411, Sacramento.

Whereas, Training is a recognized function of management; and

Whereas, Training usually leads to greater earning capacity, and thus a more fruitful life; and

Whereas, The state, while supporting the principle of "promoting from within" offers its employees no program which encourages this type of growth, and stifles ambition; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation support the establishment of a schedule of all state (white-collared) positions, and that this schedule shall show collateral, superior, and inferior relationships in terms of salaries or wages paid by the state, and also show the requirements to fill these positions in order that ambitious state employees may try, through training and study, to improve their lot, and further, that a system of In-Service training be established which will be made available to all employees, with the aims outlined above, on a voluntary basis.

Referred to Committee on Resolutions.
Adopted, p. 90.

State Employees to Be Paid every Two Weeks

Resolution No. 126—Presented by Union of State Employees No. 411, Sacramento.

Whereas, It is the policy of the state to require private employers to pay employ-

ees at intervals more frequently than once a month; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation support the petitioning of the legislature to require by statute that all state employees be paid once every two calendar weeks, or 26 equal pay days per year (1/26th of their annual salary, or the appropriate wage when on a per diem base).

Referred to Committee on Legislation.
Adopted, p. 83.

Promotional Examinations For State Employees

Resolution No. 127—Presented by Union of State Employees No. 411, Sacramento.

Whereas, Promotional examinations should enhance a merit system based on objective criteria; and

Whereas, Prior experience and/or training are properly a prerequisite to qualify for and to take part in a promotional examination; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation support the position that all subjective methods or procedures be eliminated from the promotional examination procedure presently set up. These include the so-called "QAP" (Qualification Appraisal Panel) and the one-in-three selection procedure, since both are highly subjective, and the results cannot be evaluated objectively.

Referred to Committee on Resolutions.
Adopted, p. 90.

State Pay Full Health and Welfare Premiums For State Employees

Resolution No. 128—Presented by Union of State Employees No. 411, Sacramento.

Whereas, Advanced Management knows the benefits it enjoys when its operating personnel enjoy a genuine feeling of well-being and security; and

Whereas, The ever-present threat of illness in the family, frequently of catastrophic proportions, hangs heavy on the mind of the breadwinner; and

Whereas, To alleviate this threat, to some extent, it is now the custom to carry "group hospital" insurance; and

Whereas, Modern labor contracts provide as a condition of employment that such "group hospital" and other welfare coverage be paid by the employer; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation support the position that all state employees

be granted as a condition of employment full health and welfare coverage such as has been set up in the majority of union contracts and at no direct cost or charge to the employee.

Referred to Committee on Resolutions.
Filed; referred to Executive Council, p. 91.

Committee to Review Civil Service "Laws and Rules"

Resolution No. 129—Presented by Union of State Employees No. 411, Sacramento.

Whereas, The "Laws and Rules Governing the California State Civil Service" as published by the State Personnel Board contain many references which are in conflict with modern industrial relations concepts; and

Whereas, The following:

Chapter 8, Art. 3, 19570, 19571 and 19572 (e); (i); (o); (r); (s) and Chapter 2, Art. 3, 18714 and 18952, and Chapter 9, 19630 and 19635 and Chapter 7, Art. 2, 19300 and Chapter 7, Art. 1, 19253.5 and Board Rule 172.3

are but a few of the laws and rules in such conflict; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation support the position that a special commission or other agency such as the Governor's L. M. Council be directed to review this document with the intent of correcting all inequities, and that this commission or other agency shall include and consult with representatives of state employees, including employee groups affiliated with established and recognized federated labor organizations (AFL-CIO) in order to bring these laws and rules not only to conform with modern labor-management concepts of working conditions, but to maintain these laws and rules which the state's commerce and industry can use as a criterion or pattern in its own labor relations programs.

Referred to Committee on Resolutions.
Filed; referred to Executive Council,
pp. 90-91.

Prohibit Use of Lie Detectors in Employment Relations

Resolution No. 130—Presented by Union of State Employees No. 411, Sacramento.

Whereas, Insidious encroachments on the constitutional rights of citizens generally and public employees specifically are a constant threat to our hard-earned liberties; and

Whereas, Among these encroachments are a tendency to extoll and develop

police state methods in the administration of our political and economic affairs; and

Whereas, Among these encroachments is the assumed and questionable right of certain Department and Division heads and supervisors within the administration of the state, to order subordinate employees to submit to polygraph (lie detector) tests, on pain of discharge for insubordination; and

Whereas, AB 3128 (Meyers), which proposes to outlaw such practices, is currently under interim committee study; and

Whereas, AFL-CIO has traditionally opposed such imposition on public employees; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support all efforts to have AB 3128 passed as originally submitted at the 1961 regular session; i.e., that the use of polygraph (lie detector) machines on public employees as a condition of employment or continued employment be prohibited; and that further consideration be given to supporting the passage of an act similar to that passed by the Massachusetts State Legislature, to-wit:

"No employer (private or public) shall require or subject any employee to any lie detector tests as a condition of employment or continued employment. Any person violating this section shall be punished by a fine or not more than \$200.00."

Referred to Committee on Legislation.
Adopted, p. 60.

Fringe Benefits Extended for State Employees

Resolution No. 131—Presented by Union of State Employees No. 411, Sacramento.

Whereas, By statute state employees are required to be paid identical wages or salaries as those prevailing in private industry or other governmental jurisdictions; and

Whereas, State employees' salaries consistently lag behind those designated by statute as being criteria; and

Whereas, "Fringe Benefits" are now accepted as custom in all employment, among which are included disability coverage, extended vacations, pay for unused sick leave, employer-paid pensions, and health and hospital coverage, etc.; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support

the position that fringe benefits as a part of state employment benefits should be reviewed with the end of bringing these fringe benefits in line with those of private industry and other governmental jurisdictions. Thus to be specific; be it further

Resolved, That the Federation support enactment of legislation which will provide state employees with payment at retirement or separation for unused sick leave; and be it further

Resolved, That vacation schedules be adjusted to conform with those in effect in the Federal Civil Service; and be it finally

Resolved, That employer-paid pension plans be provided with no reduction in benefits (in lieu of the joint program now in effect).

Referred to Committee on Legislation.
Adopted, p. 83.

System of Longevity Pay for State Employees

Resolution No. 132—Presented by Union of State Employees No. 411, Sacramento.

Whereas, Many jobs and classifications in state employ are terminal in nature and thus are categorized generally as "dead end" jobs; and

Whereas, All these jobs and occupations are highly essential to the smooth functioning of the State's administrative machinery; and

Whereas, Years of experience in these occupations are a requisite for efficient performance, and therefore, in the interest of this large group of State employees and to enhance morale; be it

Resolved, That the 4th Convention of the California Labor Federation support the establishment of a system of "Longevity Pay" for all state employees classifications similar to that established in the Federal Civil Service.

Referred to Committee on Resolutions.
Filed; referred to Executive Council,
pp. 90-91.

Night Differential, Shift Premium, or Holiday Premium for State Employees

Resolution No. 133—Presented by Union of State Employees No. 411, Sacramento.

Whereas, It is the practice in private industry to pay "premium," "shift differential" or "holiday premium" pay to its employees; and

Whereas, The State of California does not pay this differential, thus varying

from the accepted doctrine of like pay for like work, as well as the statute regarding pay for state employees; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support the establishment of a differential shift or holiday premium pay for all personnel employed by the State and that this differential be in accordance with that set up in private industry and the Federal Civil Service.

Referred to Committee on Resolutions.
Filed; referred to Executive Council,
pp. 91-92.

Amend Revenue and Taxation Code for Retired State Employees

Resolution No. 134—Presented by Union of State Employees No. 411, Sacramento.

Whereas, State employees upon retirement are required to pay Federal and State income tax on their retirement income after having exhausted the employees' contributions; and

Whereas, This tax invokes a hardship on most retirees; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support amendment of the provisions of the State Revenue and Taxation Code to exclude this amount from taxable income.

Referred to Committee on Legislation.
Adopted, p. 86.

Reduce Work Week for State Employees

Resolution No. 135—Presented by Union of State Employees No. 411, Sacramento.

Whereas, With the improved procedures in industry and in government a greater amount of work is put out with a fewer number of man hours; and

Whereas, This is being reflected in private industry by the reduction of the normal work week to a greater and greater extent; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support the adjustment downward of the normal work week of the State to 37½ hours a week.

Referred to Committee on Resolutions.
Filed, p. 113. See Resolution No. 250.

Extend Disability Insurance Program to State Employees

Resolution No. 136—Presented by Union of State Employees No. 411, Sacramento.

Whereas, Disability Insurance other than normal workmen's compensation is now recognized as an important protection for the worker and his family; and

Whereas, By statute this protection is afforded to employees of private industry; and

Whereas, The State employees do not have this protection; and

Whereas, Many private employers also grant sick leave comparable to that in the State service; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support extension of the unemployment disability insurance program now available to private industry to cover State Civil Service employees.

Referred to Committee on Legislation.
Filed, p. 122. See Resolution No. 87.

Commending Governor Brown for F.E.P.C. Leadership

Resolution No. 137—Presented by Union of State Employees No. 411, Sacramento.

Whereas, The equality of man is recognized doctrine in our country; and

Whereas, This equality has sometimes been lacking for various employees, because of national origin, color or creed; and

Whereas, Corrective action was spearheaded by the courageous, statesmanlike attitude of Governor Brown in effecting an F.E.P.C. statute in California; therefore, be it

Resolved, That the 4th Convention of the California Labor Federation recognize this achievement and commend him by appropriate ceremony and resolution of thanks.

Referred to Committee on Resolutions.
Adopted, p. 31.

Increase Disability Retirement for State Employees

Resolution No. 138—Presented by Union of State Employees No. 411, Sacramento.

Whereas, If a State employee is injured and incapacitated from further employment, he thus is required to live on the income through the disability clause in the State Employees' Retirement System, which income is inadequate; therefore, be it

Resolved, That the 4th Convention of the California Labor Federation support

legislation to provide that if an employee is compelled to retire on disability, his income shall be increased from the S.E.R.S. fund from 25 percent to 33½ percent of the base presently established for this purpose; and, be it further

Resolved, That this be carried out along the general lines proposed in A.B. 765 of the 1961 session.

Referred to Committee on Legislation.
Adopted, p. 86.

Oppose "The California Plan"—A.B. 1966

Resolution No. 139—Presented by Union of State Employees No. 411, Sacramento.

Whereas, The State service is made up of a large number of classifications in both the blue collar and white collar categories; and

Whereas, The needs of these categories vary drastically from group to group (such as supervisory and non-supervisory) and no one employee organization can meet the needs of all these variables; and

Whereas, A.B. 1966 sometimes known as the California Plan attempts to limit the representation of State employees to a single employee organization or to highly restrict the efforts of any other employee groups and organizations; therefore, be it

Resolved, That the California Labor Federation Fourth Convention recommend that the provisions as written and to be amended during interim committee study be vigorously opposed, and that the provisions in the statute already enacted (A.B. 2375, 1961 Session) be strengthened and developed further.

Referred to Committee on Legislation.
Adopted, p. 86.

Oppose "Unit-Time" Concept for Department of Employment Employees

Resolution No. 140—Presented by Union of State Employees No. 411, Sacramento.

Whereas, Human welfare cannot be equated with any speedup or time and motion study; and

Whereas, In State Employment Service this practice is being more and more imposed on the employees of that Service, in limiting drastically the time needed for an appropriate interview and other employment service needs through a system of "unit time" limitations; and thus

the Employment Service's potential for helping the jobless is being drastically reduced; therefore, be it

Resolved, That the 4th Convention of the California Labor Federation vigorously oppose any speedup or unit time imposed on the employee in this classification or similar classification in other state areas of administration, either by statute or by administrative order.

Referred to Committee on Resolutions.
Withdrawn at request of sponsors, p. 90.

Make Group Life & Medical Insurance Available to All State Employees

Resolution No. 141—Presented by Union of State Employees No. 411, Sacramento.

Whereas, The modern concepts of group life and major medical insurance programs are recognized as an important part of the worker's peace of mind to protect himself and his family; and

Whereas, None of these major medical or life programs are currently provided on an optional basis to state employees through the State administration but only through private organization groups; therefore, be it

Resolved, That the 4th Convention of the California Labor Federation support the position that the benefit of these services through the State be made available to all state employees as a condition of employment and not as a condition of membership in a private organization; and be it further

Resolved, That these programs be in addition to the basic health programs currently available through the Meyer-Geddes Act of 1961.

Referred to Committee on Resolutions.
Filed; referred to Executive Council, p. 91.

Pension & Disability Benefits for Peace Officers of State

Resolution No. 142—Presented by Union of State Employees No. 411, Sacramento.

Whereas, There are in the Miscellaneous classification, state employees who, by the nature of their duties, are improperly classified; and

Whereas, These employees cover such classification as the California State Harbor Police, the California State Police, and the Bureau of Narcotic Enforcement Agents, and

Whereas, The nature of their duties is extremely hazardous, paralleling those of

statutory-designated peace officers listed in section 817 of the Penal Code; and

Whereas, The category personnel described do not have the benefits for themselves or their dependents in case of death or injury in line of duty, which are equal to those enjoyed by other peace officers; therefore, be it

Resolved, That the California Labor Federation Fourth Convention instruct its legislative representatives to seek the enactment of legislation at the 1963 regular session which will optionally grant to Law Enforcement personnel or those designated as peace officers employed by the State the right to participate in a Highway Patrol-type pension and disability program, thus protecting these officers and agents and their families with the disability and retirement benefits that the equity of law implies.

Referred to Committee on Legislation. Filed; referred to Executive Council, p. 85.

Alternate Nonwork Days for Holidays

Resolution No. 143—Presented by Union of State Employees No. 411, Sacramento.

Whereas, By custom, usage or statute certain days have been designated as holidays (such as New Year's day, Veterans' day, July 4, Labor day, Memorial day, Christmas, etc.) and therefore non-work days; and

Whereas, State employees are frequently denied the benefits of enjoying these holidays when they fall on a weekend; therefore, be it

Resolved, That the 4th Convention of the California Labor Federation support legislation to provide that when holidays of this nature fall on a Saturday the preceding Friday shall be designated as a non-work day and when they fall on a Sunday, the succeeding Monday shall be so designated.

Referred to Committee on Legislation. Adopted, p. 85.

Overtime Pay For State Employees

Resolution No. 144—Presented by Union of State Employees No. 411, Sacramento.

Whereas, The principle of premium pay for work performed beyond the established work week or on legal holidays has been long won by the American labor movement; and

Whereas, Most state employees are now working under conditions which provide

for straight time pay or straight compensable time off; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation support legislation to provide that all state employees, including seasonal employees, be paid in cash or compensable time off at the rate of time and one-half for any work performed beyond the established work week or on legal holidays as currently defined.

Referred to Committee on Legislation. Adopted, p. 83.

Escalator Clauses for State Employees

Resolution No. 145—Presented by Union of State Employees No. 411, Sacramento.

Whereas, State Employees have constantly lagged behind as the spiral of inflation developed; and

Whereas, This lag has, at times, reached the proportion of ten (10) percent or more; and

Whereas, This has invoked a hardship on the employees and on the State in recruiting competent personnel; therefore, be it

Resolved, That the 4th Convention of the California Labor Federation support the amendment of the statutes governing the pay of State Employees to include an escalator clause which will permit the Personnel Board to effect immediate pay increases to state employees when the Bureau of Labor Statistics Index shows an increase in the cost of living; and be it further

Resolved, That this escalator clause authority be over and above that authority presently delegated to the State Personnel Board.

Referred to Committee on Legislation. Filed; referred to Executive Council, p. 85.

Escalator Clause for Retired State Employees

Resolution No. 146—Presented by Union of State Employees No. 411, Sacramento.

Whereas, Retired State Employees are living on annuities which were established at a relative level constant with need, as of a date of retirement; and

Whereas, Living costs have continued to spiral, thus invoking severe hardships on faithful State Employees, and

Whereas, It has been necessary for the

retired employees to appeal regularly to the Legislature for relief; therefore, be it

Resolved, That the 4th Convention of the California Labor Federation support legislation to provide that retired employees' benefits include an escalator clause, to adjust retirement benefits as living costs increase, based on the Bureau of Labor Statistics Index.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 85.

Union Scale for State Building Tradesmen and Craftsmen

Resolution No. 147—Presented by Union of State Employees No. 411, Sacramento.

Whereas, Salaries presently paid to employees of the State of California engaged in the various skilled crafts are seriously lagging behind the scale paid for comparable work in private industry; and

Whereas, It is the moral obligation of the State of California to pay comparable wages for comparable work performed; therefore, be it

Resolved, That the 4th Convention of the California Labor Federation urge, by appropriate action, that the State of California pay salaries to its skilled craft employees equal to those paid to Union craftsmen in private industry.

Referred to Committee on Resolutions.
Filed, p. 91. See Resolutions
Nos. 266 and 281.

Investigate Increasing Hospital and Medical Charges

Resolution No. 148—Presented by State Building and Construction Trades Council of Calif., San Francisco.

Whereas, Hollywood Painters Local No. 5 has long been concerned with the conditions and problems to which our health and welfare plan is subjected; and

Whereas, a large majority of the Health and Welfare plans established through hard fought negotiations are now being subjected to unreasonable insurance premiums, medical and hospital charges; and

Whereas, It is difficult to understand why proper action cannot be taken by Health and Welfare plan trustees and administrators, who have been courageous enough to establish these programs; and

Whereas, If such conditions are allowed to continue many of the smaller Health and Welfare plans of the organized building trades will be put out of existence; therefore, be it

Resolved, That the Fourth Convention

of the California Labor Federation sponsor by legal means a thorough investigation, conducted by the California State Legislature, into the increasing unreasonable hospital and medical charges which are nullifying gains made by affiliated organizations in their health and welfare plans; and be it further

Resolved, That, should such an investigation be conducted, we respectfully request that it be done on the basis of establishing protective legislation that will embrace all union health and welfare plans.

Referred to Committee on Legislation.
Adopted as amended, p. 62.

State Construction Bond Act— Proposition 1A

Resolution No. 149—Presented by State Building and Construction Trades Council of California, San Francisco.

Whereas, The California Legislature enacted a law on June 28, 1962, known as the State Construction Program Bond Act of 1962, providing authorization for the State of California to sell general obligation bonds in the amount of two hundred seventy million dollars (\$270,000,000) to provide state college, junior college and university facilities; to provide facilities to care for mentally retarded and mentally ill, and to provide narcotics control, correctional and forest fire-fighting facilities; and

Whereas, This measure will appear on the ballot for the approval of the people on November 6, 1962, and will be designated on the ballot as Proposition "1A"; and

Whereas, If passed, practically this entire sum will be spent for the construction and equipment of buildings throughout all areas of California within the next several years; and

Whereas, It appears prudent for the State to borrow money to meet the needs of the unusual growth in the youth segment of California's population as an alternative to increasing taxes to be paid by current taxpayers instead of by future taxpayers, who will be made up of the youth population which these programs will benefit; and

Whereas, It is important to point out that unless the State's facilities for higher education are expanded immediately many deserving students now in elementary and high schools will be deprived of educational opportunity; and

Whereas, many hundreds of retarded children are being deprived of adequate

care and training, resulting in disrupted families and widespread neglect of these unfortunates; and

Whereas, The State's facilities for delinquent youth will in all probability have to be doubled in the next ten years; and

Whereas, The prisons and correctional institutions of the State are already dangerously overcrowded; and

Whereas, The scourge of narcotics must be met with increased facilities for the confinement, treatment and control of addicts; and

Whereas, Our precious forest lands will be increasingly jeopardized by fire unless added conservation facilities are made available; and, finally,

Whereas, A similar but not identical Bond Issue was defeated at the June 5th Primary Election, we believe primarily because the voters were not adequately informed of either the needs or the nature of the issue; now, therefore, be it

Resolved, That the California Labor Federation in Convention in Long Beach, August 20-24, 1962, go on record favoring the passage of Proposition "1A"; and be it further

Resolved, That the Local Unions and Councils be encouraged to adopt and publicize similar resolutions and our membership be encouraged to work diligently for the passage of this Proposition.

Referred to Committee on Resolutions.
Adopted, pp. 49-50. See Ballot
Proposition 1-A.

Representation on Committees Governing Labor Legislation

Resolution No. 150—Presented by State Building and Construction Trades Council of California, San Francisco.

Whereas, During the 1961 session of the California State Legislature the majority representation on key committees governing labor legislation was made up of men unsympathetic to the problems of labor; and

Whereas, The net results of this lack of sympathy was to seriously handicap our legislative program; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation notify Speaker Jessie Unruh of the Assembly and President Pro Tem Hugh Burns of the California State Senate of its displeasure at this state of affairs and request that in future such committees insofar as possible be composed of mem-

bers with a sympathetic understanding of the problems of working men and women.

Referred to Committee on Resolutions.
Adopted, p. 111.

Compulsory Civil Service for School Employees

Resolution No. 151—Presented by State Building and Construction Trades Council of California, San Francisco.

Whereas, An organization is soliciting membership among non-academic public school employees throughout the State; and

Whereas, This organization is opposed to collective bargaining and Union principles; and

Whereas, An attempt will be made in the State Legislature to pass a bill making it mandatory that all school districts adopt a Civil Service merit rating program; and

Whereas, We have been unable to bring the wages of our members who work under Civil Service up to the prevailing contract rates; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation oppose this proposed legislation.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 84.

Tax Deduction for Remodeling Work

Resolution No. 152—Presented by State Building and Construction Trades Council of California, San Francisco.

Whereas, There is at present a large number of construction workers unemployed; and

Whereas, There are many dwellings and other buildings which are substandard and need to be repaired; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation sponsor legislation that will help stimulate construction by permitting individual home owners and business concerns to receive a state tax credit for all remodeling in amounts not to exceed \$2,500.00 in any taxable year; and be it further

Resolved, That to receive this tax deduction the person claiming the deduction would be required to submit upon request an itemized statement for the amount claimed.

Referred to Committee on Legislation.
Adopted, p. 92.

Protesting Payment of Unemployment Insurance

Resolution No. 153 — Presented by Building and Construction Trades, State Council, San Francisco.

Whereas, An applicant for unemployment insurance payments must be interviewed, required to sign the interview under oath, be subjected to severe penalties for any false statements, whether intentional or unintentional, and the present law allows an employer to stop unemployment payments by the mere filing of a protest without substantiation; and

Whereas, This gives the employer a decidedly unfair advantage since there is no added cost to him if the protest is denied; and

Whereas, There is no time limit for a protest hearing, and this results in great hardship to working men and women; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation sponsor legislation that would allow a claimant for unemployment insurance who is otherwise qualified to continue to draw unemployment insurance while a protest is being processed.

Referred to Committee on Legislation.
Adopted as amended, p. 120.

Termination of Workmen's Compensation Benefits

Resolution No. 154 — Presented by Building and Construction Trades, State Council, San Francisco.

Whereas, Workmen's Compensation payments to a man hurt on the job are terminated when a permanent disability rating is pending before the Industrial Accident Commission; and

Whereas, The termination of payments works a great hardship on those of our members who are not able to return to their normal employment at the time of the termination of the temporary Workmen's Compensation benefits and before the determination of the permanent disability rating; and

Whereas, This period between the termination of the temporary benefits and the determination of the permanent rating may extend to a year or more in some cases; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation support legislation to eliminate the termination of temporary Workmen's Compensation benefits during the period when the

permanent disability rating is pending and the man is not able to return to his normal occupation.

Referred to Committee on Legislation.
Adopted as amended, p. 118.

Standards for Mechanics and Repair Shops

Resolution No. 155—Presented by Automotive Machinists No. 1305, San Francisco; San Francisco Labor Council.

Whereas, The State of California has had a growing increase annually of motor cars on its streets and highways; and

Whereas, Many of these cars, because of improper repairs, are directly or indirectly the cause of many accidents; and

Whereas, The various local police recognize the seriousness of this and enact road-block inspection prior to a holiday to minimize such problems; and

Whereas, The State Legislature has been studying proposed legislation to provide for the licensing of auto repair shops and the certifying of mechanics who repair same for profit; and

Whereas, Such a bill which has been introduced in both the 1959 and 1961 Legislative Session has had not only favorable consideration by many legislators but also has caused the local press to run articles on such matters; and

Whereas, There is needed some form of standardization which will protect the motoring public in respect to the establishing of a minimum standard for a public repair shop to effectively repair cars, and a minimum requirement for such a person to effect such repairs; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support the enactment of this legislation.

Referred to Committee on Legislation.
Filed, p. 117. See Resolution No. 34.

Oppose Raiding

Resolution No. 156 — Presented by United Steelworkers of America No. 2018, Bell.

Whereas, The Constitution and By-laws of the National AFL-CIO (Article 2, Paragraph 8, and Article 3, Section 4) prohibit the invasion of the established contractual relationship of one affiliated union by another affiliated union; and

Whereas, A "raid" by one AFL-CIO affiliate upon the established contractual relationship of another affiliate is wholly contrary to the objects and principles of the AFL-CIO and serves only to defeat

the intent and purpose of the agreements of merger and the AFL-CIO Constitution, namely "Unity within labor and cooperation on the economic and legislative fronts for the common good"; therefore be it

Resolved, That the 1962 Convention of the California Labor Federation, AFL-CIO, reaffirm its faith in, and conformance with the Objects and Principles of the AFL-CIO and its Constitution; be it further

Resolved, That all affiliates of the California Labor Federation, AFL-CIO, immediately respect the established contractual relationship of other affiliates and comply with the above noted provisions of the AFL-CIO Constitution which guarantee the preservation of such relationships; and be it further

Resolved, That the elected officers and Executive Council members of the California Labor Federation, AFL-CIO, lend their efforts to the elimination of such infractions of the AFL-CIO Constitution.

Referred to Committee on Resolutions.
Disapproved, p. 112.

Support Asthma Research Institute

Resolution No. 157—Presented by Oil, Chemical & Atomic Workers International No. 1-128, Long Beach, and Carpet, Linoleum and Soft Tile No. 1247, Los Angeles.

Whereas, The Children's Asthma Research Institute and Hospital, the free Asthma Medical Center at Denver, Colorado, dedicated to the treatment of all children suffering from intractable asthma, has aided thousands of children; and

Whereas, Many hundreds of these children are children of trade union members; and

Whereas, The Children's Asthma Research Institute and Hospital gives this service without regard to race or creed; and

Whereas, The research and medical program are carried on in conjunction with the care and treatment of the victims of intractable asthma; and

Whereas, C.A.R.I.H. seeks to establish new directions in medicine and research toward a day when victory over asthma will be achieved; therefore be it

Resolved, That the 4th Convention of the California Labor Federation commend C.A.R.I.H. for its services in the field of asthma; and be it further

Resolved, That the California Labor Federation urge all its affiliate Locals to

endorse the program of C.A.R.I.H. and work with it in helping raise funds for its program.

Referred to Committee on Resolutions.
Adopted, p. 92.

Medical Care for the Aged

Resolution No. 158—Presented by Carpenters No. 1622, Hayward.

Whereas, The people of the United States, the most prosperous country of the world, have not provided adequate hospital and medical care for its citizens as compared with other countries; and

Whereas, This country is spending billions of dollars to aid foreign countries to help them with their social, welfare, health and economic problems, which is commendable, but it has neglected to properly take care of its own citizens, especially the aged; and

Whereas, The health of the population of any country is the basis on which its happiness, social, moral and economic strength depend; and

Whereas, Organized labor was the first segment of our society to recognize the needs for social welfare and led the fight from the early beginning and has made great progress, especially in the last twenty years; and

Whereas, Even considering the tremendous progress that has been made towards meeting the medical and hospital needs through voluntary health and hospital plans, they fall short of providing services enabling all the people to take advantage of them; and

Whereas, The rapid expansion of the voluntary plans, the comprehensive and indemnity types of hospital and medical plans is commendable, they do not solve the financial problems, especially for the older people who are forced to retire because of old age or sickness; and

Whereas, Organized labor has accomplished this through collective bargaining agreements for their members, sometimes aided by enabling legislation; and

Whereas, These employer agreements expire soon after the termination of employment, leaving the aged and workers who, through sickness, become unable to work, without health and welfare protection; and

Whereas, Since most of these health and welfare programs fall short of providing adequate public health protection, a supplementary federal health and welfare assistance program should be enacted to combine the social and private

programs to give proper protection for retired workers regardless of cause; therefore be it

Resolved, That this 4th Convention of the California Labor Federation, AFL-CIO, go on record in favor of prepaid comprehensive health and welfare insurance with freedom to choose doctors and hospitals as required; and be it further

Resolved, That this Convention go on record requesting that the Social Security laws of the United States be amended to provide adequate health and welfare assistance for eligible retired workers under Social Security laws; and be it further

Resolved, That this Convention reaffirm its support of the King-Anderson Bill now before the Congress of the United States as the proposal best suited to take care of the old age assistance program; and be it further

Resolved, That should the King-Anderson Bill be defeated, the Federation shall support a similar bi-partisan bill which was recently defeated in Congress; and be it further

Resolved, That this Convention go on record in favor of having legislation prepared for introduction in the next session of the California Legislature to provide for a health and welfare program embodying the contents of the King-Anderson Bill now before Congress. The bill, if passed, to take effect only providing the Congress of the United States failed to enact a satisfactory health and welfare legislation and to be null and void whenever such Federal legislation is enacted; and be it further

Resolved, That this Convention place its confidence in the able Secretary of the California Labor Federation and instruct him to use his good offices in cooperating with the Executive Board to carry out the provisions of this resolution consistent with political accomplishments and possibilities of the future.

Referred to Committee on Legislation.
Adopted, p. 62.

Lower Retirement Age

Resolution No. 159—Presented by Carpenters Union No. 1622, Hayward.

Whereas, In the period of industrial revolution and automation in all phases of industry, men and women are being displaced by machines at an ever increasing rate; and

Whereas, Industry in general has apparently adopted a policy of replacing older workers with younger men and

women without due consideration being given to the older employees for their experience, dedication to their jobs or reliability; and

Whereas, These older workers are being placed in an untenable economic position by being declared by management as being too old for a job, when they are too young to qualify for social security and/or other pension benefits; and

Whereas, These men and women are desperately in need of assistance in solving their economic problems; now, therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, go on record endorsing legislation to lower the retirement age requirements from 62 to 60 years for men and from 62 to 58 for women; and be it further

Resolved, That recipients of Social Security be permitted to earn the sum of \$1,800 annually before any deductions are made; and be it further

Resolved, That the Secretary of the California Labor Federation be requested to send copies of this resolution to the proper Committees of the Congress of the United States, the two Senators and the Congressmen of California.

Referred to Committee on Resolutions.
Filed, p. 48. See Policy Statement XI (b).

Increase Income Tax Exemption

Resolution No. 160—Presented by Carpenters Union No. 1622, Hayward.

Whereas, The present administration is considering and is supported by various economists, labor, and groups of different political affiliations in recommending that reductions and/or changes be made in the payment of the Federal Income Tax; and

Whereas, Both political parties have promised in campaigns and party platforms, tax relief at different times; and

Whereas, Reductions have been made and changes have been made in the higher income brackets. It was stated that this was necessary to give tax relief in the higher brackets to produce incentive and encourage higher production and to build new industries to provide jobs and thereby increase our total economic prosperity; and

Whereas, This line of reasoning holds good today and more so because of the large unemployment in almost every sector of our industrial enterprises; and

Whereas, Reduction in only the higher income tax brackets will not by itself

stimulate production and provide jobs for the mass of unemployed; and

Whereas, The potential purchasing power lies in the lower income tax brackets, the wage earners. By giving the wage earners more purchasing power the whole economy is strengthened. Our potential production is not utilized at present time because of lack of purchasing power to absorb that which industries are capable of producing; and

Whereas, To be fair and just in tax relief it is now time to give tax relief in the lower income tax brackets. The reduction, the same as tax increases, should be equal to ability to pay. Just a flat reduction in the income rate would not do justice to individual people with large families and they are usually in the lower income brackets; and

Whereas, The most fair and just method of tax relief to individuals is to increase the present fixed exemption of \$600.00 for each exemption of those in the lower income tax brackets; now, therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, go on record in favor of tax relief by lowering the present Federal income tax schedule on our statute books; and be it further

Resolved, That this Convention go on record as being in favor of an increase for each exemption in the lower income tax brackets; and be it further

Resolved, That the Secretary of the California Labor Federation, AFL-CIO, be instructed to inform the proper tax Committees of the Congress of the United States and the Senators and Congressmen of the State of California of the action taken at this Convention.

Referred to Committee on Resolutions.
Adopted, p. 27.

National Daily and Sunday Labor Press

Resolution No. 161—Presented by Oil, Chemical & Atomic Workers No. 1-128, Long Beach.

Whereas, There is a growing tendency toward indifference and a lack of interest being shown by union members toward their labor union, this lack of interest being partly due to the fact that a large majority of union members do not attend their local union meetings regularly, because of television, clubs and other activities. But, still more largely due to lack of proper information, because their main source of news regarding the labor movement is obtained from a monopolistic re-

actionary press which is not only antagonistic to labor interests, but, releases its propaganda designed to destroy trade unionism in America; and

Whereas, There is an actual and immediate need of bringing to all union members the truth about labor's activities, aims, objectives, and sacrifices dedicated to the public interest; now, therefore, be it

Resolved, That we, the delegates of the California Labor Federation, AFL-CIO, in convention assembled, August 20-24, 1962, recommend to the executive board of the National AFL-CIO the founding and establishment of a national daily and Sunday labor press of general reader interest; and be it further

Resolved, That we recommend that the national printing establishment and headquarters of this press to be located within or near a city located near the geographical center of the United States, and further recommend that subsidiary or feeder plants be established in the principal cities of America in order that the local news and advertisements of the various cities and areas can be transmitted to the central plant for inclusion in the national editions. In this manner this great daily and Sunday paper, sent by plane to each area, will carry the local, national and international news and advertising. This resolve carries the clear understanding that when labor-management trouble develops with an advertiser's plant or business that all advertising for that company ceases for the duration of the trouble; and be it further

Resolved, That we recommend that the daily and Sunday editions shall be comparable in size to the largest metropolitan daily and Sunday papers, carrying local, state and world-wide news and advertising. There shall be a section devoted to all labor's activities with copy from each international union, a section devoted to labor and other legislation, both enacted and proposed, with full information regarding the position in relation to organized labor of the various government officials, municipal, state and national; a section devoted to matters of particular interest to women, in addition to news from the various auxiliaries; a financial section; a sports section; comics; editorials, advertising section, and all the other features that go into the making of a great newspaper of general reader interest. There shall be prominently displayed in bold type in every issue the fundamental principles of American trade unionism, and the principles of our Ameri-

can democracy. A newspaper whose watchword shall be integrity; and be it further

Resolved, That we recommend that the expense of publishing, editing and distributing this newspaper to the entire membership of organized labor be borne in an equitable manner by all local unions until the publication becomes self-supporting by advertising, etc. We further recommend that a board of publishers be elected or appointed, composed of at least one member from each international union, said board to be held accountable to the national AFL-CIO Executive Board. Said Board to have the authority to hire all the people necessary to publish and distribute the paper and to take all steps necessary to publish the greatest and the most reliable daily and Sunday newspaper in the world; and be it finally

Resolved, That it shall be the ultimate object and aim that this newspaper be sent free to every member of organized labor in good standing; and that copies of these Resolutions be sent to the AFL-CIO executive board, each recognized independent union and the press, as well as to each AFL-CIO international union.

Referred to Committee on Resolutions.
Disapproved, p. 111.

U. S. Monetary System

Resolution No. 162—Presented by Oil, Chemical & Atomic Workers, No. 1-128, Long Beach.

Whereas, The unconstitutional creation of money by banks is rapidly bringing our nation to the point of insolvency. The United States Congress surrendered its sole and sovereign power to "coin money and regulate its value" by the enactment of The Federal Reserve Act, Dec. 23, 1913. This Act of Congress provided for a Board of Governors of the Federal Reserve System (not a Government Agency), with almost absolute power to formulate the monetary, banking and bank credit policies of this nation.

The Federal Reserve Act gave to the banks the power and special privilege to create our nation's money by the following methods:

1. By the 12 Federal Reserve Banks' (not Government Banks) purchasing Government bonds or securities through the facilities of the Federal open Market Committee. The Federal Reserve Banks create the money they use to buy the bonds or securities by setting up a reserve account. This is new money created by the Banks.

2. By the creation of Federal Reserve notes for which the 12 Federal Reserve Banks pay one cent each, most of the currency used in everyday transactions is Federal Reserve notes. The total amount now in circulation is in excess of 27 Billion Dollars.

3. The commercial banks create by far the largest amount of money by writing up demand deposits when loans are made. The Federal Reserve act provides under the so-called fractional reserve requirements that commercial banks at present can loan from 6 to 8½ times the amount of their reserves which can now include vault cash.

This private creation of money and its resulting debt-money system is probably America's most dangerous and important domestic problem. This problem can be solved only by an Act of Congress; now therefore be it

Resolved, That we, the delegates of the California Labor Federation, AFL-CIO, in Fourth Convention assembled, request the Congress of the United States of America to restore to itself its power as specifically mandated by Article 1, Section 8, Paragraph 5, United States Constitution to wit: "To coin money, regulate the value thereof, and of foreign coin, and fix the standards of weights and measures."

That the Congress take the following steps to establish a scientific Constitutional Monetary System.

1. Purchase the Federal Reserve System, thereby making the Federal Reserve Banks, Government Banks in fact, as well as in name. The United States Government will also gain clear title to more than 16 Billion dollars of gold certificates now held by the 12 Federal Reserve Banks.

2. Set up a Scientific Monetary Authority responsible to the Congress, which shall scientifically determine the total net supply of money that shall be needed at all times to carry on this Nation's business, both public and private. When this Scientific Monetary Authority has been established it will then be necessary for the said Monetary Authority to assume the duties and responsibilities of the Board of Governors of the Federal Reserve System, the Federal Open Market Committee and the Federal Advisory Council in the public interest.

3. Require all Commercial Banks to eventually (within 5 years) maintain 100% reserves for all demand deposits in order to put an end to the private creation of money!

4. That all Federal Reserve Notes be replaced by non-interest bearing congressional or United States Notes. That all new currency issued to increase this Nation's money supply shall be Congressional or United States Notes and placed into circulation interest-free at source of origin.

5. There shall be no cancellation or repudiation of real debts and all U.S. Government debts shall be paid when due.

6. That copies of this resolution be sent to the National Executive Board, AFL-CIO, Hon. A. Willis Robertson, Chairman Senate Committee on Banking and Currency; Hon. Brent Spence, Chairman House Committee on Banking and Currency, and the Press.

7. That if necessary, Harlan Savage, the author of this Resolution, will appear before any group to explain in detail the reasons for, and the intent of this resolution.

Referred to Committee on Resolutions.
Disapproved, p. 111.

Delinquency Payments

Resolution No. 163—Presented by East Bay Union of Machinists, Local 1304, Emeryville.

Whereas, Many workers are encouraged to over-extend their credit because of laws which protect the seller and loan companies from any losses; and

Whereas, One such law permits the practice of awarding "delinquency payments" for goods repossessed by or returned to the seller; and

Whereas, The worker must continue to pay the difference between the selling price of the repossessed or returned merchandise and the amount of the contract; and

Whereas, The entire burden of loss is placed on the worker; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to propose and support legislation to prohibit the awarding of "delinquency payments" for merchandise returned by the buyer or repossessed by the seller.

Referred to Committee on Legislation.
Adopted, p. 61.

Loss of Longevity Benefits

Resolution No. 164—Presented by East Bay Union of Machinists, Local 1304, Emeryville.

Whereas, Automation, mergers and the

worker's inability to purchase the product of their endeavors have caused and will continue to cause unemployment; and

Whereas, Many of these unemployed lose credit and similar longevity benefits; and

Whereas, Under new employment such benefits, if ever again attained, are long years away, and again the worker must depend on remaining employed with the one employer; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, recognizing the inequity of this situation, recommend to the National AFL-CIO that action be initiated through research and relations with labor throughout the nation to establish some means of resolving this inequity by legislation, if necessary, so that such benefits as accrue to workers for services rendered are not eliminated through no fault of their own.

Referred to Committee on Resolutions.
Adopted, p. 111.

Payroll Tax

Resolution No. 165—Presented by East Bay Union of Machinists, Local 1304, Emeryville.

Whereas, The continued increase in the need for new revenue for maintenance and expansion of City and County services results in more and more burden on the workers; and

Whereas, Such new avenues of tax revenue are usually unfair to the worker, and contain or eliminate such provisions as would include the ability to pay such taxes; and

Whereas, Corporation profits, dividends, interest, profits from land speculations and other tax-favored profits are never considered in new proposals for revenue; and

Whereas, Payroll Taxes which hit only the worker in the community further deprive his family of the necessities of life and reduce the worker's ability to purchase the fruits of his labor, are the most vicious of the proposed new taxes; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to introduce such legislation as will prohibit any City, County or subdivision from enacting Payroll Taxation in the State of California.

Referred to Committee on Legislation.
Adopted. See statement, p. 87.

Garnishment

Resolution No. 166—Presented by East Bay Union of Machinists, Local 1304, Emeryville.

Whereas, The garnishment of wages creates a hardship on the worker's families, complicates the worker's financial problems, and is a threat to the worker's employment; and

Whereas, Garnishment threatens the loss of all the possessions of a worker, and many times deprives a family of necessary food and clothing; and

Whereas, Creditors encourage the worker to over-extend his credit-buying because of laws, such as Garnishment which protect the seller; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, now assembled in Fourth Convention, instruct the officers of the State Labor Federation to propose and support legislation to prohibit garnishment of wages in the State of California.

Referred to Committee on Legislation.
Adopted, p. 61.

Health and Welfare Plans for Aged

Resolution No. 167—Presented by Machinists, Local 1304, Emeryville.

Whereas, Many Health Plans see fit to inaugurate changes in coverage of the members at age 65 years or at the time they cease active work, to the extent they are discriminated against as to the amount and kind of coverage at the time of life when the needs are apt to be more acute and their ability to pay higher premiums and/or doctor bills is greatly reduced; and

Whereas, Their group coverage may date back for many years during which time they surely pre-paid for future needs without regard as to when they might need them; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, go on record endorsing and seeking to have introduced, legislation to prevent any Health Plan from reducing coverage for a member of that Health Plan at age 65 if he has been a Plan member for a minimum of five (5) years just prior to age 65.

Referred to Committee on Legislation.
Adopted, p. 62.

Outlaw Local Payroll and Salary Tax

Resolution No. 168—Presented by Machinists, Local 1304, Emeryville.

Whereas, It is proposed that there be an assessment of a City Payroll and Salary Tax in Oakland; and

Whereas, The City Payroll and Salary Tax is discriminatory in its restrictive application to wage earners and exempts corporations, small businesses and other special interests; and

Whereas, The proposed City Payroll and Salary Tax will impose double taxation on many wage earners already paying City and County Taxes; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation instruct its legislative representatives to propose a bill outlawing such tax measure enacted by any City or County within the State.

Referred to Committee on Legislation.
Filed, p. 87. See Resolution No. 165.

Free Choice of Physician Under Workmen's Compensation

Resolution No. 169—Presented by Machinists, Local 1304, Emeryville.

Whereas, Labor Code Section 4050, request or order for examination, under Chapter VII, medical examination, of the workmen's compensation and insurance code, provides medical care by the employer; and

Whereas, It is vitally important that industrially injured workers have a right to a free choice of a qualified physician to examine and treat them for such industrial injury; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, instruct its legislative branch to seek amendment of the California Workmen's Compensation Code to provide for a free choice of a qualified physician for medical care for industrially injured workers; and, be it further

Resolved, That free choice of care for industrially injured workers be one of the prime objectives of organized labor and its representatives at the next legislative session of the California State Legislature.

Referred to Committee on Legislation.
Filed, p. 119. See Resolution No. 48.

Terminate Blue Cross Plans

Resolution No. 170 — Presented by Butchers Union, Local 193, Bakersfield.

Whereas, The California Blue Cross Organization, engaged in the administration of Health and Welfare Plans and Hospitalization Insurance, devoted its entire resources and energies to defeat of the

King-Anderson Bill, more commonly known as Medicare or Medical Care for the Aged; and

Whereas, Blue Cross is the carrier of a great number of medical and hospitalization insurance plans covering Union employees; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation go on record recommending that all labor organizations having contracts with Blue Cross terminate their coverage with Blue Cross at the conclusion of their present agreements and seek coverage under some other plan or program more favorable to the aims and objectives of the working person and members of organized labor.

Referred to Committee on Resolutions.
Disapproved, p. 48.

Full Compensation for Jury Duty

Resolution No 171—Presented by Machinists Local 706, Barstow.

Whereas, It is the civic duty of everyone, when called upon, to take his turn and serve on a jury, but many cannot do this because of financial hardship; and

Whereas, Many other States, and many industries in their Labor Agreements, now do provide for either full pay while on jury duty or payment of difference between jury pay and normal wages; therefore be it

Resolved, That this Fourth 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.
Adopted, p. 98.

Safety in Railroad Shops and Yards

Resolution No. 172—Presented by Machinists, Local 706, Barstow.

Whereas, The California Division of Industrial Safety, through their General Industry Safety Orders, do have some jurisdiction; and

Whereas, The California Public Utilities Commission, through their Public Utilities Code, Division No. 1, and No. 2, also have some jurisdiction over Shops and Yards Safety matters; however, there seems to be no coordinated system of Inspections, hence no, or very little heed paid to observance of said Rules and Orders; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, go on record and sponsor legislation

to strengthen the inspection and enforcement of Rules and Orders pertaining to Safety and Sanitation in Railroad Shops and Yards.

Referred to Committee on Legislation.
Adopted, contingent upon verification . . .
p. 86.

Prohibition of Railroad Mergers

Resolution No. 173—Presented by Machinists, Local 706, Barstow.

Whereas, Many of the railroad workers of this state would be forced out of their jobs by proposed mergers of railroads operating in this state, with no prospect of other jobs or severance benefits; and

Whereas, There is before Congress now a bill, known as S. 3097 which would declare a moratorium on giant Rail mergers until 1964, pending a study by Congress, the Administration, and the Interstate Commerce Commission, as to the need, if any, for said mergers, the adverse effect on the employees, on the public, and on the economic structure of each State in which they operate, and which would be affected; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, go on record in favor of and urge passage of this legislation which is now before the Senate Anti-Trust Committee of the Congress.

Referred to Committee on Resolutions.
Adopted, p. 112.

Prohibit Importation of Professional Strikebreakers

Resolution No. 174—Presented by Machinists, Local 706, Barstow.

Whereas, Many states and cities have legislation making it a Criminal Offense to import strike-breakers, the latest to pass such legislation being New York City; and

Whereas, This would be a positive deterrent to many managements who refuse to bargain with their employees in good faith, knowing they can bring in strike-breakers to take their place, unless the employees give in to management, often losing gains made over many years; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, go on record in favor of and sponsor legislation which would make it a criminal offense to bring in, or employ professional strike-breakers.

Referred to Committee on Legislation.
Filed, p. 87. See Resolution No. 252.

Tax Exemption for Retired State Employees

Resolution No. 175—Presented by Mendocino State Hospital Employees Union No. 519, Ukiah.

Whereas, Railroad Retirement and Social Security are exempt from Federal Income Tax; and

Whereas, California State Employees' Retirement is fully taxable after employee recovers all contributions and interest, disability excluded; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation support legislation to provide that after a retired employee has recovered all contributions and interest, retirement benefits to the extent of \$3600.00 annually shall be federal tax-exempt; and be it further

Resolved, That the California Labor Federation do all in its power to attain this for the state employee.

Referred to Committee on Resolutions.
Adopted as amended, p. 27.

California Union Label Department

Resolution No. 176—Presented by Southern California Joint Board, Amalgamated Clothing Workers, Los Angeles.

Whereas, The Union Label stands as a symbol of the achievements of organized labor in the United States; and

Whereas, This insignia, attached to any product, serves as a continuous reminder and guarantee that the human beings who helped create the product, did so with dignity and under decent working conditions; and

Whereas, Time and again the Union Label has served workers well. It has helped in the task of organizing the unorganized. It has brought understanding of the goals of the American labor movement to wide segments of the community; and

Whereas, The work that should be done in spreading our message through the Union Label is presently inadequate in California; and

Whereas, Basically, the task is two-fold. It is incumbent upon us to continuously alert our own trade union membership to the need for seeking the label of union standards in the products they buy. Secondly, we must, on a broader scale inform the general consuming public of the meaning and significance of our symbol; and

Whereas, Were we to succeed in creating a widespread demand for Union Label

products, we would, at the same time, build our movement through an increased understanding of our goals and aspirations, and insure greater security to the gains we have made; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, undertake a well formulated program to increase the Union Label activities of the labor movement in California through

1. The establishment of a Statewide AFL-CIO Union Label Department within the structure of the California Labor Federation, AFL-CIO, and

2. The establishment of a full time Director for this Department with clerical staff to assist him.

Referred to Committee on Resolutions.
Filed; referred to Executive Council, p. 60.

Don't Buy Henry I. Siegel (H.I.S.) Suits and Coats

Resolution No. 177—Presented by Southern California Joint Board, Amalgamated Clothing Workers, Los Angeles.

Whereas, The Amalgamated Clothing Workers of America, AFL-CIO, are engaged in a nationwide consumer education campaign alerting the public to the fact that suits and sport jackets manufactured by the Henry I. Siegel Company of Tennessee are non-union; and

Whereas, These non-union products, manufactured under low-wage, substandard conditions, constitute a threat to all organized labor and undermine the union standards we have achieved; and

Whereas, The management of the Henry I. Siegel Company has a record of unfair labor practices and vehemently resists the unionization of its employees; and

Whereas, Retail establishments in California which sell these non-union suits and sport jackets help subsidize the substandard working conditions in these plants and thereby adversely affect the hard-won union gains and benefits of organized workers; therefore be it

Resolved, That we, members of the California Labor Federation, AFL-CIO, assembled in Fourth Convention, pledge not to buy non-union suits and sport jackets made by Henry I. Siegel and to buy only union-made products wherever possible; and be it further

Resolved, That we wholeheartedly support the consumer education campaign of the Amalgamated Clothing Workers of America, now being conducted at retail

establishments, and urge our members to co-operate in this program.

Referred to Committee on Resolutions.
Adopted as amended, p. 59.

Don't Buy Richman

Resolution No. 178—Presented by So. California Joint Board, Amalgamated Clothing Workers, Los Angeles.

Whereas, The union label has become one of the most important weapons in labor's arsenal in its unremitting effort to improve and to protect the hard-won gains and working conditions of union members; and

Whereas, While the forces of reaction may try to thwart the efforts of workers to obtain a union of their own choosing, they cannot prevent 16 million union members, their families and friends from using their power as consumers to patronize those products which are made under decent union conditions; and

Whereas, At present, nearly 95% of the men's clothing workers in the United States are organized by the Amalgamated Clothing Workers of America, AFL-CIO, and enjoy decent working conditions and decent pay; the non-union shops in the clothing industry, however, are among the toughest and most stubborn anti-union companies facing any union in the labor movement; and

Whereas, Non-unionism at Richman is a constant threat to the decent union standards enjoyed by Amalgamated members and all union members everywhere; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO:

1. Urge all affiliates to support the "Don't Buy Richman" campaign to demonstrate our union strength and solidarity to the retailer of Richman Clothing.

2. Call upon all union members to refrain from buying Richman Brothers Clothing until such time as that clothing carries the union label.

3. Clearly express our determination to support union label products and services in all industries and trades.

Referred to Committee on Resolutions.
Adopted, pp. 59-60.

Support Histadrut

Resolution No. 179—Presented by Retail Employees Local 55D, Los Angeles.

Whereas, The California Labor Federation, AFL-CIO, has consistently supported

its fellow trade unionists in Histadrut, the general federation of labor of Israel. Our support has been based upon the strong fraternal bonds created by similar aspirations and ideals. The efforts of Histadrut in pioneering, in transforming a wasteland into a flourishing modern nation and in constructing new forms of democracy in one of the oldest parts of the world, deserve and have won the backing of free trade unionists and supporters of democracy throughout the world; and

Whereas, The State of Israel, in large measure shaped and guided by Histadrut, serves today as a beacon to the peoples of the newly independent countries of Africa and Asia; and it does so in spite of the unremitting campaign of hatred and threats of attack by the Arab nations which surround it; therefore be it

Resolved, That against this background, the 4th Convention of the California Labor Federation, AFL-CIO, reaffirm its support of Histadrut and call upon the government and peoples of the Middle East to resolve their differences through direct negotiations with Israel, on the basis of mutual recognition of their territorial integrity and national independence. We call upon the United States government and the other nations of the free world to exert their moral leadership in developing a basis for peace in the Middle East. This Fourth Convention of the California Labor Federation expresses fraternal greetings to our brothers and sisters in Histadrut and urges them to continue to build their democratic state while maintaining the principles on which it was founded. We urge all local affiliates of the California Labor Federation to join in this expression of solidarity with our fellow trade unionists in Israel by affiliating with and participating in the work of the American Trade Union Council for Histadrut.

Referred to Committee on Resolutions.
Adopted, p. 113.

Support Public Employees' Political Rights

Resolution No. 180—Presented by Los Angeles Co. Emps. Union No. 434.

Whereas, It is not only our inherent right as American citizens to participate in politics, but also our responsibility to do so; and

Whereas, Government employees now represent 13 percent of the total labor force in America; and

Whereas, The various political jurisdic-

tions have passed restrictive legislation strictly limiting public employees' political activity; and

Whereas, These restrictive enactments represent an abridgment of public employees' fundamental constitutional rights; and

Whereas, Organized labor has continuously represented a major force in our society in maintaining democratic rights; now therefore be it

Resolved, That this 4th Convention of the California Labor Federation encourage and support its member locals and public employees in all attempts to remove these restrictions through the various legislative bodies, through the courts, or by the ballot box; and be it further

Resolved, That we support the position that no public employee should be prevented from exercising his full political rights; and be it finally

Resolved, That our affiliated local unions seek support of all labor toward this objective in the various local and State councils.

Referred to Committee on Resolutions. Filed, p. 91. See Resolution No. 92.

State General Relief Standards

Resolution No. 181—Presented by Los Angeles County Employees No. 434, 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 as possible 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 their able-bodied unemployed, 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 4th Convention of the California Labor Federation support in California the establishment of a mandatory standard of aid for the General Relief program, equal to the standard of the ANC program; and be it further

Resolved, That we urge the State of California to establish uniform standards of eligibility for General Relief in each county, recognizing the need of those who suffer involuntary unemployment.

Referred to Committee on Resolutions. Adopted, p. 48.

Social Work Caseload Standards

Resolution No. 182—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, The rehabilitation of an individual made needy by family breakdown, death, illness, old age, or lack of training and opportunity may often be accomplished through 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 is able to help most of them maintain only their current status, thus substantially reducing the amount of progress many recipients might have achieved; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support the granting of authority to the State De-

partment of Social Welfare 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. 49.

Rehabilitative Services in Public Assistance Agencies

Resolution No. 183—Presented by Los Angeles County Employees No. 434, 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 4th Convention of the California Labor Federation call upon the State Department of Social Welfare to 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, subject to necessary coordination, p. 49.

Aid to 16-17 Year Old Children

Resolution No. 184—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, Eligibility for Aid to Needy Children among 16 and 17 year old children is presently limited to those attending school full time, incapacitated, or employed and contributing to the family budget; and

Whereas, There are hundreds of children in this age group not included in

family budget unit nor in the medical care program because they have dropped out of school without finding employment; and

Whereas, It has been found that these "drop-outs" are in the main children who were designated as "non-readers" at a much earlier age level; and

Whereas, The inability to keep up his studies would logically result in such a child's dropping out of school at age 16 or 17; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support the amendment of the Federal Social Security Act to include all children under 18 regardless of school attendance or employment; and be it further

Resolved, That the Federation call upon the State Department of Social Welfare to implement vocational training projects for these children in cooperation with the State Department of Education and Employment, and allied State Agencies.

Referred to Committee on Resolutions.
Adopted, p. 49.

Extend Aid to Needy Children

Resolution No. 185—Presented by Los Angeles County Employees No. 434, 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, such 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; and

Whereas, Federal legislation has recently been passed enabling the states to aid families of unemployed fathers through the Aid to Needy Children program; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support the amendment of the Welfare and In-

stitutions Code to provide that a child shall be considered deprived of parental support if the father suffers prolonged unemployment, or, with his best efforts, cannot earn a sufficient amount to meet the family's basic minimum needs as defined in the Aid to Needy Children Program.

Referred to Committee on Legislation.
Adopted, p. 87.

Restrictive Legislation in Public Welfare

Resolution No. 186—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, Certain groups are proposing restrictive legislation in the area of Public Welfare; and

Whereas, The California Labor Federation, AFL-CIO, takes the position that the aim of welfare legislation must be to continuously raise the standard of service to the needy and to oppose discrimination against those in need; therefore be it

Resolved, That the 4th Convention of the California Labor Federation, AFL-CIO, actively oppose all legislation which would tend to lower standards resulting in loss of human dignity and embarrassment to recipients of public welfare, and that this include opposition to legislation which would reduce grants, restrict method of payment, require unnecessary involvement with law enforcement agencies or would make children ineligible due to the marital status of parents.

Referred to Committee on Legislation.
Adopted, p. 87.

Elimination of Categorical Aid Divisions

Resolution No. 187—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, The Social Security Act presently provides for federal contributions to the various states for Aid to Needy Children, Old Age Security, Aid to the Needy Blind, and Aid to the Needy Disabled, these programs being referred to as categorical aids; and

Whereas, This system excludes certain needy persons from aid, placing the entire burden of their care upon local communities basically unable to support and administer independent aid programs; and

Whereas, The cost of administering these separate federal programs is extremely high; and

Whereas, The separation of public assistance into categories has been accompanied by the establishment of different

eligibility requirements, and different standards of aid, resulting in inequalities among equally needy people; and

Whereas, All persons have certain common human needs, which should be met in a common manner; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation work for the enactment of Federal legislation amending the Social Security Act and establishing federal participation in a single program of Public Assistance, embracing all presently existing public assistance programs and establishing uniform eligibility requirements and a single participation formula, based on the common denominator of financial need.

Referred to Committee on Resolutions.
Disapproved, p. 49.

Support Rule of One

Resolution No. 188—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, One of the avowed objectives of a civil service system is to insure that advancement is based on merit and ability rather than bias or favoritism; and

Whereas, The "Rule of One" helps insure the furtherance of this admirable principle; and

Whereas, Opponents of a genuine civil service system are continuing to mount attacks against the "Rule of One" as illustrated by their recent success in Fresno, California; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation go on record as deploring the action of the Fresno City Council in destroying the "Rule of One" for that city's employees; and be it further

Resolved, That this convention strongly affirm its support of the "Rule of One" as an important guarantee of a true merit system.

Referred to Committee on Resolutions.
Filed, p. 90. See Resolution No. 93.

Uniform Allowances for State Employees

Resolution No. 189—Presented by California State Employees Council No. 56, AFSCME, Sacramento.

Whereas, Although only a small percentage of the State Employees are required to wear uniforms, the Department of Corrections requires all custodial personnel to wear an official uniform; and

Whereas, The official Correctional uniforms are similar to those of the State

Highway Patrol and are assumed to have a desirable influence in the institution where they are required; and

Whereas, California Highway Patrol officers' salaries are in a bracket considerably above that of the Correctional Officers, who are required to purchase and wear a comparable uniform; and

Whereas, Very few people are as expensively dressed in civilian street clothes as is the man in uniform; and

Whereas, The minimum initial cost of a complete Official uniform is approximately \$250.00; and

Whereas, Correctional Officers with the United States Bureau of Prisons and the U. S. National Parks Service have a quarterly uniform allowance; and

Whereas, The California Correctional Officer is often called upon to perform arduous duties while wearing these expensive uniforms, the purchase and maintenance of which is considerable; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation call upon the state to work out the budgeting and financial problems for all state employees who are required to wear an official uniform in the performance of their duties so that a minimum \$10.00 be the monthly uniform allowance.

Referred to Committee on Resolutions.
Adopted, p. 90.

Differential Pay For Night Work

Resolution No. 190—Presented by California State Employees Council No. 56, AFSCME, Sacramento.

Whereas, Many state agencies operate on a twenty-four hour per day basis; and

Whereas, In such state agencies, employees may be required to work night shifts on an arbitrary selection basis; and

Whereas, Both outside industry and the Federal Civil Service offer an increased pay scale for work between the hours of 6:00 p.m. and 6:00 a.m.; and

Whereas, Such night pay differential would offer the person assigned to night shifts some consideration for the undesirable hours; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation petition the appropriate parties to provide a 10 percent night-differential pay for those employees required to work after 6:00 p.m. and before 6:00 a.m. daily.

Referred to Committee on Resolutions.
Filed; referred to Executive Council, pp. 91-92.

One-Fiftieth Retirement Formula For All State Employees

Resolution No. 191—Presented by California State Employees Council No. 56, AFSCME, Sacramento.

Whereas, The AFSCME has urged the proper authorities to initiate legislation stating that the present SERS formula of 1/60th is antiquated, obsolete, and not realistic, when compared to retirement living conditions of these times; and

Whereas, It is anticipated that our national economy will continue in its upward surge, bringing a higher cost of living and a lower standard of living to the fixed-income group—mainly the retired person; and

Whereas, State employees, under the present formula, shall not receive a reasonable retirement wage, they shall not be able to enjoy the fruits of their labors as loyal, devoted public servants; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation support a concerted effort to overcome this injustice, and to petition for a 1/50th retirement formula for all state employees under the State Employees' Retirement System.

Referred to Committee on Resolutions.
Adopted, p. 91.

Calendar-of-the-Month Pay Periods For State Employees

Resolution No. 192—Presented by California State Employees Council No. 56, AFSCME, Sacramento.

Whereas, The present pay periods were arranged for the convenience of one department only; and

Whereas, Present pay periods are indicated on positions with Saturday, Sunday and holidays off; and

Whereas, No consideration was given to positions that must be covered twenty-four hours per day, seven days per week; and

Whereas, It is within the realm of possibility for an employee to lose one or two days time each month through this way of designating pay periods; and

Whereas, There is no relief for this discrimination for the individual in positions which must be covered twenty-four hours per day, seven days per week, under the equal pay periods; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation urge

the proper authorities to substitute a calendar-month pay period for those positions, or to have the state assume the loss of the time over which the employee has no control; and be it further

Resolved, That no state employee be allowed to lose time because of equal pay periods or job changes which changed his days off.

Referred to Committee on Resolutions.
Adopted, p. 91.

Pay For CTO of State Correctional Officers

Resolution No. 193—Presented by California State Employees Council No. 56, AFSCME, Sacramento.

Whereas, It is obviously unfair to require personnel to work overtime at their employer's convenience and be repaid with time off, again at the employer's convenience; and

Whereas, The amount of money involved in making cash payment for this overtime is negligible; and

Whereas, The bookkeeping involved in accounting for this CTO requires budgeting extra positions where this money could better be used to allow for cash payment for this CTO; and

Whereas, Budgets are not set up to furnish relief for CTO and the budgeted positions must be reduced to accomplish this relief; and

Whereas, A supervisor would be hesitant about approving paid overtime, but not so critical in approving CTO which would be cleared at some future date at no cost to any one but the employee; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation urge the proper authorities to budget funds in order that provisions be made to pay all overtime for the Correctional Officer Series.

Referred to Committee on Resolutions.
Adopted, p. 91.

Holiday Time Off For Required Work on Saturday Holidays

Resolution No. 194—Presented by California State Employees Council No. 56, AFSCME, Sacramento.

Whereas, The present rule was originated when most state employees were not required to work on Saturday or Sunday; and

Whereas, Many of the state personnel's regular days off fall on week days, so that

Saturday is one of their regular working days; and

Whereas, It is manifestly unfair to penalize those state employees who are required to work on Saturday; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation urge the proper authorities to take the necessary steps to see that all state employees be granted holiday-time-off for holidays worked, whenever a holiday falls on Saturday and the employee is required to work by his supervisor or by his regular weekly schedule.

Referred to Committee on Resolutions.
Filed; referred to Executive Council, pp. 91-92.

Full Time Peace Officer Status for Correctional Officers

Resolution No. 195—Presented by California State Employees Council No. 56, AFSCME, Sacramento.

Whereas, The Correctional Officer handles the same persons as does the City Police Officer; and

Whereas, Ninety-five percent of his duties are enforcing rules and regulations; and

Whereas, These rules and regulations are State laws; and

Whereas, The Correctional Officer handles felons more frequently than the majority of the existing Peace Officers; and

Whereas, The Correctional Officer must be accomplished in the knowledge and skills of law enforcement; the use of all equipment; the laws of arrest and all laws pertaining to search and seizure; and be familiar with Court procedure and the California Penal Code; and

Whereas, Municipal police officers' jurisdiction lies within the municipality, the Correctional Officers' jurisdiction should lie within the state penal system; and

Whereas, The Correctional Officer is called upon innumerable times to contact the public in duties of a Peace Officer other than the duties of transporting prisoners and searching for escaped felons; and

Whereas, The California Correctional Officer is certainly more of a Peace Officer than Parole Officers, Game Wardens, Pharmaceutical Inspectors and other various and sundry quasi law enforcement officers; and

Whereas, Correctional Officers must

have the qualifications to be Peace Officers, as they are presently Peace Officers under Penal Code Section 817 under given circumstances; and

Whereas, The Correctional Officer is held responsible for the protection of life, property and the responsibility of the enforcement of State Laws within penal institutions; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation urge the proper authorities to initiate legislation for amendment to Section 817 of the State Penal Code to include the Correctional Officer of the Department of Corrections in the state statutes as a full-time Peace Officer; having jurisdiction in Penal Institutions in accordance with existing state laws.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 84.

Repeal Federal Anti-Union Laws

Resolution No. 196—Presented by I.L.G.W.U., Locals 55, 58, 84, 97, 483, 497 and 512, Los Angeles.

Whereas, The Landrum-Griffin Act further compounded the difficulties, restrictions and burdens previously imposed on organized labor by the Taft-Hartley Act; and

Whereas, The Landrum-Griffin Act severely curtails or eliminates labor's right to use many traditional methods of supporting its collective bargaining, expressing solidarity and strengthening its organizational drives; and interferes with the internal affairs of unions; and

Whereas, The provisions of this act prohibit various secondary actions, forbid "hot cargo" clauses, greatly limit peaceful picketing, encourage irresponsible damage suits against unions, and stimulate the use of court injunctions against labor; therefore be it

Resolved, That this 4th Convention of the California Labor Federation call for the repeal of the Taft-Hartley and Landrum-Griffin Acts to redress the present imbalance in collective bargaining and restore to the labor movement the necessary power to organize effectively and to fairly represent workers in collective bargaining.

Referred to Committee on Resolutions.
Adopted, p. 27.

Health Care for the Aged

Resolution No. 197—Presented by I.L.G.W.U., Locals 55, 58, 84, 97, 483, 497 and 512, Los Angeles.

Whereas, The health problems faced by the aged take a toll of anxiety and misery that mock our society's aspirations for achieving personal happiness and material well-being; and

Whereas, Eighty percent of all persons over 65 have an annual income of less than \$2,000; and

Whereas, Illness and potential illness—and particularly catastrophic diseases—pose a threat to the personal economic condition of every older person; and

Whereas, The vast dimensions of this problem—affecting so large a population group, reaching into so many aspects of community life, and related to the whole complex of health institutions—require planning by the federal government; and

Whereas, The present Social Security system has demonstrated the effectiveness of a federally planned insurance system; and

Whereas, A gigantic campaign of misinformation and distortion by the AMA and other small but economically powerful self-interest groups has succeeded in obtaining the defeat of the King-Anderson bill in this last session of Congress, to the detriment of the general welfare and future security of the nation as a whole; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation favor legislation for comprehensive health care for the aged through the social security system, support a renewed campaign designed to fully inform the public about the issue, and summon other community groups concerned with human needs to cooperate in an effort to win enactment of this legislation in the next session of Congress.

Referred to Committee on Resolutions.
Adopted, p. 48.

Federal Aid to Education

Resolution No. 198—Presented by I.L.G.W.U., Locals 55, 58, 84, 97, 483, 497 and 512, Los Angeles.

Whereas, There is a crisis in the ability of the public education system to meet the increasing needs of America's youth and the growing demands stemming from the great problems and future promise of our times; and

Whereas, Present educational shortcomings result in a waste of human talent, unfulfilled individual self-development, thwarted aspirations, and a loss to society of the full potential contribution of all its people; and

Whereas, These problems result in

large part from a shortage of classrooms, limited teaching facilities, an insufficient number of teachers due to inadequate salaries and a lack of teacher training programs; and

Whereas, Personal financial difficulties restrict the educational opportunities of millions of persons each year; and

Whereas, Educational concern and effort—the allocation to schools of financial support, energy, and planning—varies from State to State and community to community; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation favor a comprehensive program of federal aid to education for school construction and additional facilities, teacher salaries, teacher training programs, and scholarships.

Referred to Committee on Resolutions.
Filed, p 46. See Resolution No. 40.

Ultra-Right Extremism

Resolution No. 199—Presented by I.L.G.W.U., Locals 55, 58, 84, 97, 483, 497 and 512, Los Angeles.

Whereas, In many areas of the U. S., there is currently an upsurge of activity by organized ultra-right wing authoritarian extremist groups; and

Whereas, These groups have multiplied in number, greatly expanded their propaganda, obtained large scale financing—particularly from reactionary business firms—and devised more dangerous organizational methods; and

Whereas, These groups have developed a new political formula of a hysterical anti-Communism to prey on the very real anxieties of people living in the shadow of war, Communist imperialism, and other problems of a changing world; and

Whereas, These ultra-right extremists use their purported anti-Communism as a disguise for a reactionary scheme to destroy the American labor and liberal movements and the very institutions, processes, programs, the very principles of social progress, democracy, individual dignity, human rights and the very aid to the forces of freedom abroad, which provide the best means for a successful fight against Communism; and

Whereas, These ultra-right extremist groups are attempting to intimidate public officials and the leadership of private community groups; and

Whereas, The ultra-right extremists are

the implacable foes of the labor movement and its ideals; of federal, state, and local programs for the public welfare; and of freedom of expression and the right to dissent; and

Whereas, California appears to be a special target of such extremists; therefore be it

Resolved, That the California Labor Federation, by action of this Fourth Convention, engage in a systematic program of public education to expose ultra-right authoritarian extremist groups and cooperate with responsible community groups to prevent extremist disruption of progressive social action at the local, state and national level; and be it further

Resolved, To instruct the Executive Council of the California Labor Federation to launch a campaign of public information to expose and discredit the ultra-right authoritarian extremist groups.

Referred to Committee on Resolutions.
Adopted, referred to Executive Council for full implementation, p. 46.

No Discrimination in Union Contracts and by Unions

Resolution No. 200—Presented by I.L.G.W.U. Locals 55, 58, 84, 97, 483, 497 & 512, 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 government 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 Fourth Convention of the California Labor Federation urge all its affiliates to include in all future contracts with their employers a clause prohibiting discrimination on the basis of race, color, creed, national origin or ancestry, in hiring, in employment and promotion, and all other terms and conditions of employment; and be it further

Resolved, That this convention favor inclusion of similar clauses against discrimination in all apprenticeship program agreements; and be it further

Resolved, That this convention call the attention of California unions to the need for their careful supervision of internal practices to assure full compliance with labor's principle of non-discrimination in

union membership rights and job assignment; and be it further

Resolved, That this convention urge each affiliated council, central body and local union to establish Civil Rights Committees to promote equality of rights and opportunities within the labor movement, on the job, and in the community.

Referred to Committee on Resolutions.
Adopted, p. 31.

McCarran-Walter Anti-Immigration Law

Resolution No. 201—Presented by I.L.G. W.U. Locals 55, 58, 84, 97, 483, 497 & 512, Los Angeles.

Whereas, Public Law 414—the McCarran-Walter Immigration and Naturalization Act of 1952—regulates immigration into the U. S. on the basis of the national-origins quota system; and

Whereas, This quota system is rooted in prejudice, and results in discrimination based on national origin, race, religion and ancestry; and

Whereas, Public Law 414 undermines American principles of civil liberties and fair play by relegating naturalized citizens to second class status; by permitting deportation on the basis of vague criteria retroactively applied; by suspending the statute of limitations on deportation matters; and by failing to provide for an adequate system of appeals from arbitrary administrative decisions; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation favor comprehensive and drastic overhaul of American immigration and naturalization law, policy and practice; and be it further

Resolved, That the Congress of the U. S. be urged to enact new legislation which will (1) eliminate the national origins quota system and substitute a system based on fair play permitting greater total annual immigration; (2) assure equal rights and status for naturalized citizens with native-born citizens; (3) provide for an adequate system of appeals; and (4) prohibit immigration into the U. S. by proven present supporters of totalitarian parties—Communist, Nazi, Fascist.

Referred to Committee on Resolutions.
Adopted, p. 31.

Federal FEPC

Resolution No. 202—Presented by I.L.G. W.U. Los Angeles Locals 55, 58, 84, 97, 483, 497 & 512, Los Angeles.

Whereas, Discrimination in employment based on race, color, creed, national or-

igin or ancestry continues to be widespread in our nation despite the progress made toward overcoming it; and

Whereas, The overwhelming majority of the people are aware that American democratic principles and moral standards require a more comprehensive, systematic and determined effort by the whole nation to eliminate such discrimination; and

Whereas, There is now a vast body of experience reaching back over many years and in many states which demonstrates the effectiveness of Fair Employment Practices Commission (FEPC) legislation in areas where it is applied; and

Whereas, Such FEPC legislation generally has followed an established pattern under which the Commission is vested with the authority to investigate employment discrimination; engage in conciliation and negotiation to remedy it; hold public hearings and subpoena witnesses and records where necessary; issue cease and desist orders; seek court enforcement of compliance with such orders; and invoke court imposed penalties for wilful violation; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation favor the enactment, by Congress, of federal legislation prohibiting discrimination based on race, color, religion, national origin, or ancestry in hiring and in all terms and conditions of employment; and be it further

Resolved, That such federal legislation shall establish a Fair Employment Practices Commission with enforcement powers similar to those exercised by the many State Commissions against discrimination.

Referred to Committee on Resolutions.
Filed, pp. 30-31. See Resolution No. 7.

The Emancipation Proclamation and Civil Rights

Resolution No. 203—Presented by I.L.G. W.U. Locals 55, 58, 84, 97, 483, 497 & 512, Los Angeles.

Whereas, January 1, 1963, is the 100th anniversary of the official promulgation of the Emancipation Proclamation; and

Whereas, The Emancipation Proclamation is one of the great landmarks in American life and one of the great documents of human history; and

Whereas, Today, one hundred years later, millions of Americans still suffer indignity, humiliation, denial of their human worth and deprivation of their civil rights and equal opportunities be-

cause of their race, color, religion, national origin, or ancestry; and

Whereas, Discrimination and segregation in employment, housing, education, public accommodations, voting and other areas of community life are still prevalent in America; and

Whereas, In the Southern states such discrimination and segregation are particularly intense and pervasive and are frequently fortified by state and local governmental action and the stand of the Southern sections of both political parties; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation call upon the federal government—through Congressional enactment, Presidential Executive Order, administrative regulation, and litigation in the federal courts—to enter into a comprehensive, drastic, and far-reaching program to secure civil rights for all; and be it further

Resolved, That the 100th Anniversary of the Emancipation Proclamation—January 1, 1963—be the target date for the culmination of such a dynamic program for the dramatic change in patterns of human relations and the expansion of the frontiers of freedom in America.

Referred to Committee on Resolutions.
Adopted, p. 31.

Support Community Service Organization

Resolution No. 204—Presented by I.L.G. W.U. Locals 55, 58, 84, 97, 483, 497 & 512, Los Angeles.

Whereas, The Community Service Organization (C.S.O.) is a national organization representing the people of the Mexican-American community; and

Whereas, The CSO carries forward the rich traditions of the Spanish-speaking peoples of the American Southwest and their contribution to the American heritage; and

Whereas, The CSO furnishes services to the Mexican-American communities at the grass roots level; and

Whereas, The CSO conducts programs to eliminate discrimination against Mexican-Americans and to gain equality of rights and opportunities in employment, housing, education, accommodations and other areas of community life; and

Whereas, The CSO has achieved notable success in winning for the Mexican-American community a voice in public affairs; and

Whereas, The CSO has cooperated close-

ly with organized labor in many programs; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation reaffirm its support of the Community Service Organization in the Pacific Southwest.

Referred to Committee on Resolutions.
Adopted, p. 113.

Support Jewish Labor Committee

Resolution No. 205—Presented by I.L.G. W.U. Locals 55, 58, 84, 97, 483, 497 & 512, Los Angeles.

Whereas, The Jewish Labor Committee is an integral part of the American labor movement; and

Whereas, The JLC shares with the ILGWU and the AFL-CIO the common aspirations of advancing social justice and human dignity; and

Whereas, The JLC has been in the vanguard of the movement to expand the frontiers of freedom by eliminating all forms of prejudice, discrimination and segregation based on race, color, creed, national origin or ancestry in all areas of community and national life; and

Whereas, The JLC maintains a comprehensive program of promoting equality of rights and opportunities through education, legislation, litigation, and cooperative community action; and

Whereas, The JLC cooperates closely with the organized labor movement and provides unions with information, research, materials, staff and consultation services to promote human relations programs; and

Whereas, The JLC continues to make an invaluable contribution to the forces of freedom in the international fight against Communism, Fascism and all forms of totalitarianism and authoritarian extremism; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, reaffirm endorsement of the Jewish Labor Committee, commend it for community leadership and service to the labor movement, and urge the Federation's affiliates and individual members to continue their fullest cooperation with and support of its dynamic program of promoting civil rights and better human relations.

Referred to Committee on Resolutions.
Adopted, p. 113.

Histadrut

Resolution No. 206—Presented by I.L.G.

W.U. Locals 55, 58, 84, 97, 483, 497 & 512, Los Angeles.

Whereas, Histadrut, the Israeli Federation of Labor, serves as a labor beacon of freedom in the Middle East and Africa; and

Whereas, Histadrut's comprehensive and diverse programs and democratic philosophy provide a shining model of forward-looking trade-unionism; and

Whereas, Histadrut has cooperated with the ILGWU, the AFL-CIO and the free labor movement of the world against Communism, Fascism and all forms of totalitarianism; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, reaffirm its fraternal greetings to Histadrut, restate its support of that labor organization and urge continued moral and financial support by our affiliates.

Referred to Committee on Resolutions.
Filed, p. 113. See Resolution No. 179.

Condemn Anti-Semitism in Soviet Russia

Resolution No. 207—Presented by I.L.G. W.U. Locals 55, 58, 84, 97, 483, 497 & 512, Los Angeles.

Whereas, Government-inspired anti-Semitism has been a clearly discernible feature of Soviet Russia for decades; and

Whereas, Official anti-Semitism reached a height of terror that permeated all aspects of Soviet life in the decade after the Second World War — when Jewish theatres were closed down, Jewish literature, newspapers, periodicals, and synagogues were suppressed, Jewish language teaching eradicated, and Jewish cultural leaders arrested, exiled, and executed; and

Whereas, Although the intensity and extent of official Soviet anti-Semitism fluctuates from period to period, it remains a definite characteristic of Communist policy; and

Whereas, Anti-Semitic discrimination is evident in all areas of Soviet life including employment, education, scientific endeavor, and government service; and

Whereas, The official repression of Jewish communal institutions persists today, and the press and other mass media have recently been giving vent to anti-Semitic utterances on an increasing scale; and

Whereas, The recent arrest of Jews and the severe sentences meted out to them point to a deliberate new campaign by the Soviet regime; and

Whereas, The Soviet regime's general

totalitarianism is directed with particular severity against the Jewish minority—a recognizable symptom of the most reactionary forms of police state; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, condemn the Soviet Russian regime for its anti-Semitic acts and policies and call for a world-wide campaign to expose, protest and demand the termination of this anti-Semitism.

Referred to Committee on Resolutions.
Adopted, p. 81.

N. A. A. C. P.

Resolution No. 208—Presented by I.L.G. W. U. Locals 55, 58, 84, 97, 483, 497 & 512, Los Angeles.

Whereas, The National Association for the Advancement of Colored People has furnished vigorous leadership in the struggle for equality of opportunity and civil rights for all; and

Whereas, The NAACP has made a vital contribution to the history of the fight for freedom; and

Whereas, The NAACP is composed of concerned individuals from all sections of the general community, represents the grass roots of the Negro community and engages the efforts of the most active community leaders; and

Whereas, NAACP programs are designed to eradicate from the national scene and community life all forms of discrimination and segregation based on race, color, religion, national origin or ancestry; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, restate its endorsement of the NAACP, extend to the NAACP its warmest fraternal greetings and urge continued support of the NAACP and its program.

Referred to Committee on Resolutions.
Filed, p. 113. See Resolution No. 8.

Housing Discrimination

Resolution No. 209—Presented by I.L.G. W.U. Locals 55, 58, 84, 97, 483, 497 & 512, Los Angeles.

Whereas, Housing patterns exert a major influence on the total design for living of the community; and

Whereas, Over the years discrimination on the basis of race, color, creed, national origin or ancestry in sales and rentals has established an entrenched and pres-

ently prevailing pattern of segregation in housing in California; and

Whereas, Such discrimination deprives minority group persons of the fundamental American right to move about and choose a residence in accordance with their own preference and means; and

Whereas, Such discrimination and housing segregation throw up further obstacles to employment opportunities for minority group persons by restricting their residence to areas remote from many job sites; and

Whereas, Such discrimination is a dominant factor producing other forms of discrimination and disadvantage, such as de facto school segregation; and

Whereas, Many realtors, builders, developers, financial institutions, rental property owners and other elements in the housing industry, either deliberately or by maintaining past custom, perpetuate housing discrimination and segregation; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, favor comprehensive state legislation prohibiting discrimination and segregation in the sale or rental of housing on the basis of race, color, creed, national origin or ancestry and providing for enforcement through the machinery and procedures of the Fair Employment Practices Commission.

Referred to Committee on Legislation.
Filed, pp. 60-61. See Resolution No. 51.

Child Day Care Centers

Resolution No. 210—Presented by I.L.G.W.U. Locals 55, 58, 84, 97, 483, 497 and 512, Los Angeles.

Whereas, A steadily increasing number of women seek gainful employment by choice or necessity; and

Whereas, Many working women are the sole support of their children, while others provide indispensable supplementary income for their families; and

Whereas, Many such mothers are compelled to rely on the community for assistance in the care of their children while they are at work; and

Whereas, The community should assist such mothers to make their full effort on behalf of the nation and their families by their work and their concern; and

Whereas, The vital function performed by the current city-state-parent child care center program is gravely handicapped by unrealistic qualifying standards for admission and by severely inadequate funds

for expansion of services and facilities; and

Whereas, There is a critical need for substantial expansion of services and facilities; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation favor state legislation to provide funds for expansion and improvement of child day care centers and facilities, for establishment of more realistic standards to permit wider participation by working mothers, and for reducing the cost to the individual mothers.

Referred to Committee on Legislation.
Adopted, p. 93.

35-Hour Work Week

Resolution No. 211—Presented by I.L.G.W.U. Locals 55, 58, 84, 97, 483, 497 and 512, Los Angeles.

Whereas, Unemployment throughout the nation has continued at high levels over extended periods in recent times; and

Whereas, Such unemployment has affected particular industries, occupations and geographic areas in aggravated and sometimes disastrous form; and

Whereas, Such unemployment has resulted from automation and other technological changes, and from economic readjustment; and

Whereas, Shortening of working hours will contribute to eliminating unemployment; and

Whereas, Technological and economic progress should be shared by workers not only in the form of a higher standard of living, but also through shorter working hours and more leisure time; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation favor federal legislation to establish 35 hours as the basic work week.

Referred to Committee on Resolutions.
Filed, p. 113. See Resolution No. 250.

\$1.50 Minimum Wage

Resolution No. 212—Presented by I.L.G.W.U. Locals 55, 58, 84, 97, 483, 497 and 512, Los Angeles.

Whereas, Millions of American families still live in poverty—ill-fed, ill-clothed, ill-housed and without adequate medical care; and

Whereas, The cost of living continues its uninterrupted rise; and

Whereas, Lower wages paid in some

geographical areas—where laws to protect labor are absent and measures to restrict unionism are common—undermine wage levels in other areas; and

Whereas, Additional income for expenditure by lower economic groups will provide a vital stimulus to the economy through consumer spending; and

Whereas, The benefits of the great technological and economic advances of the past period should be shared by the workers; and

Whereas, An hourly wage of \$1.50 will help to assure at least a minimum standard of living for all working people; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation favor federal and state legislation requiring a minimum wage of \$1.50 an hour with coverage for all Americans.

Referred to Committee on Legislation.
Adopted as amended, p. 117.

Amend Section 1262 of the U. I. Code

Resolution No. 213—Presented by State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, During the past year members of labor organizations affiliated with the California Labor Federation, AFL-CIO, have been denied unemployment compensation benefits by the California Unemployment Insurance Appeals Board because of the wording of Section 1262 of the California Unemployment Insurance Code; and

Whereas, Because that section now provides that an individual is ineligible for benefits if he left his work because of a trade dispute and that he "shall remain ineligible for the period during which he continues out of work by reason of the fact that the trade dispute is still in active progress," individuals are being held ineligible for unemployment compensation benefits even after they have been formally terminated by the Employer and replaced by strike breakers; and

Whereas, These rulings are not only grossly unjust to employees who have lost their jobs as a result of a strike, but they provide an added incentive to employers to engage in strike-breaking and union-busting activities; now, therefore, be it

Resolved, By this Fourth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular session of the California

State Legislature an appropriate amendment to Section 1262 of the Unemployment Insurance Code to correct this inequity.

Referred to Committee on Legislation.
Adopted, p. 121.

Amend the U. I. Code to Correct Inequities

Resolution No. 214—Presented by State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, In recent years the maximum unemployment insurance benefits have been increased without at the same time increasing all levels below the maximum on equal proportion; and

Whereas, This has resulted in insufficient unemployment insurance benefits for any employees below maximum earnings; and

Whereas, This has established discrimination between the maximum wages and those below maximum; and

Whereas, This inequity should immediately be corrected to re-establish the relationship between maximum and all other wage levels and unemployment insurance benefits; now, therefore, be it

Resolved, By this Fourth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular session of the California State Legislature appropriate legislation to correct these inequities.

Referred to Committee on Legislation.
Adopted, p. 121.

Unemployment Insurance Benefits and Paid Vacations

Resolution No. 215—Presented by State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Many unions have been successful in attaining paid vacations for their members in negotiations and these paid vacations have been negotiated in lieu of a specified amount of cents per hour in the wage scale and are therefore an important part of collective bargaining contracts; and

Whereas, These paid vacations have become a part of the workers' annual income, thus giving the workers more purchasing power, and in turn helping the over-all economy; and

Whereas, Vacation pay in some contracts is in lieu of vacation time, in others is mutually agreed upon time and in still others is paid prior to a lay-off period,

thereby making this vacation pay a part of the employees' hourly wage earnings and not actually vacation time except where specifically received as vacation time during the work season prior to lay-offs; and

Whereas, Because of the seasonal nature of work in many California industries it is found that employers grant vacation pay only at the time of lay-off, and, in such cases, these employees when applying for unemployment insurance benefits are being penalized by the California State Department of Employment by the imposition of an extra waiting period of from one to two weeks after becoming unemployed; and

Whereas, This additional waiting period reduces the workers' purchasing power and thereby creates an adverse effect on the over-all economy, and at the same time places unions in the position of having negotiated a savings in unemployment insurance rather than vacation pay; now, therefore, be it

Resolved, That this fourth Convention of the California Labor Federation, AFL-CIO, go on record as protesting the extra waiting period imposed upon such workers by the California State Department of Employment; and be it further

Resolved, That the California Labor Federation take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, as may be necessary to accomplish the aims and objectives of this resolution; and be it finally

Resolved, That copies of this resolution be sent to the Director of the California State Department of Employment, to the Appeals Board and to Governor Edmund G. Brown.

Referred to Committee on Legislation.
Filed, p. 121. See Resolution No. 56.

Workmen's Compensation and State UCD Benefits

Resolution No. 216—Presented by State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Section 2629 of the Unemployment Insurance Code provides that an individual is not eligible for disability benefits for any day of unemployment and disability for which he is entitled to receive or has received workmen's compensation benefits, subject to a proviso in the second sentence that, if such workmen's compensation payments are less than the amount he would receive as dis-

ability benefits, he is entitled to receive disability benefits reduced by the amount of workmen's compensation benefits, and further subject to the third sentence proviso that in such cases the maximum amount of disability benefits payable under the Unemployment Insurance Code shall be reduced by the amount of temporary disability benefits paid or due under the workmen's compensation law; and

Whereas, Serious and unintended hardships have resulted to industrially injured workmen from the application of this section of the Unemployment Insurance Code in cases where disability has exceeded 26 weeks, and the workmen's compensation carrier terminates the payment of temporary disability benefits and the individual returns to work but finds he is unable to continue working, and the workmen's compensation carrier refuses to reinstate temporary disability benefit payments, because no further benefits are then provided based on the third sentence of Section 2629 of the Unemployment Insurance Code; now, therefore, be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, go on record as urging the California State Legislature to amend the Unemployment Insurance Code to revise Section 2629 so that an industrially injured person who files for the difference between workmen's compensation benefits and UCD benefits will not lose his right to future UCD benefits because of computing such UCD benefits to include temporary disability benefits paid by the workmen's compensation carrier.

Referred to Committee on Legislation.
Adopted, p. 122.

Workmen's Compensation Waiting Period

Resolution No. 217—Presented by State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The workmen's compensation laws do not provide for payment of compensation for the first seven days of disability unless hospitalization is required or unless the period of disability exceeds forty-nine days; and

Whereas, The disabled employee is equally in need of and entitled to compensation whether or not he is hospitalized or whether or not he is disabled for in excess of forty-nine days; now, therefore, be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, endorse the principle of workmen's

compensation benefits payable beginning with the first day of disability; and be it further

Resolved, That the Federation prepare and have introduced for consideration of the next regular legislative session of the California State Legislature appropriate legislation amending the workmen's compensation laws to provide for payment of temporary disability compensation commencing with the first day of disability; and be it finally

Resolved, That copies of this resolution be sent to John F. Henning, Director, Department of Industrial Relations, to Mr. Elton C. Lawless, Chairman, Industrial Accident Commission, and to Governor Edmund G. Brown.

Referred to Committee on Legislation.
Filed, p. 120. See Policy Statement VII (d).

Computation of Workmen's Compensation Benefits

Resolution No. 218—Presented by State Council of Lumber & Sawmill Workers, San Francisco.

Whereas, The California Legislature adopted House Resolution No. 212 which provides for an investigation of certain practices by workmen's compensation insurance carriers and provides for an interim committee to study and report back to the State Assembly; and

Whereas, Under the present law, workmen's compensation insurance carriers are frequently providing minimum instead of maximum temporary disability benefits, and the employees affected are then in turn entitled to receive the difference between that amount and the maximum unemployment disability compensation benefits; and

Whereas, This practice relieves the workmen's compensation insurance carrier of its responsibility and detracts from the funds of the unemployment disability insurance fund's benefits, at least temporarily; and

Whereas, An industrially disabled employee should receive maximum benefits from the workmen's compensation insurance carrier; now, therefore, be it

Resolved, That this Fourth Convention of the California Labor Federation, AFL-CIO, go on record in support of the implied intent of House Resolution No. 212; and be it further

Resolved, That the California State Legislature be urged to amend the work-

men's compensation insurance laws so as to provide for maximum compensation to disabled employees; and be it further

Resolved, That such amendment include provision for the computation of the workmen's compensation insurance benefit to be based upon the weekly earnings at the time of disability and not on the average annual earnings, which destroys the benefit amount for seasonal employees, temporarily laid off or unemployed employees and many others; and be it finally

Resolved, That copies of this resolution be sent to the State Committee on Rules and the Assembly Interim Committee assigned to study this matter.

Referred to Committee on Legislation.
Filed, p. 118. See Policy Statement VII (j).

Choice of Doctor Under Workmen's Compensation

Resolution No. 219—Presented by State Council of Lumber & Sawmill Workers, San Francisco.

Whereas, The California Labor Federation, AFL-CIO, has been successful in gaining many benefits for the employees suffering industrial injuries; and

Whereas, There are certain serious inequities in the way in which the present laws are applied, and specifically because many employers compel their employees to go to one single doctor of the employer's choice; and

Whereas, Employees should have the right to a choice of doctor at the initial date of injury rather than upon later request for a panel of doctors; now, therefore, be it

Resolved, By this Fourth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular legislative session of the California State Legislature appropriate legislation to provide that an employer shall at all times provide the employees with a list of not less than three doctors from which the employee may select one for purposes of an examination and treatment as his condition may require; and be it further

Resolved, That copies of this resolution be sent to Elton C. Lawless, Chairman, Industrial Accident Commission, to the Director of the Department of Industrial Relations, John F. Henning, and to Governor Edmund G. Brown.

Referred to Committee on Legislation.
Filed, p. 119. See Resolution No. 48.

Workmen's Compensation Death Benefits

Resolution No. 220—Presented by State Council of Lumber & Sawmill Workers, San Francisco.

Whereas, The workmen's compensation insurance laws at present provide maximum death benefits to a widow with one or more minor children of only \$20,500 and to a single dependent of only \$17,500; and

Whereas, These maximums are substantially lower than average widows' benefits provided in other states in industrial death cases; and

Whereas, Such maximums provide a protection to the insurance company in excess of the amount of protection provided for the life of the surviving dependents; and

Whereas, The amount of benefit payable to beneficiaries should be based upon the economic needs of the surviving dependents, considering the age and the number of dependents; now, therefore, be it

Resolved, By this Fourth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular legislative session of the California State Legislation appropriate legislation amending the workmen's compensation laws to eliminate the maximum death benefit, as such, and to provide a sliding scale, or formula, of lifetime benefits payable to the surviving dependents in each case, similar in principle to the social security principles; and be it finally

Resolved, That copies of this resolution be sent to Governor Edmund G. Brown, to John F. Henning, Director, Department of Industrial Relations, and to Elton C. Lawless, Chairman of the Industrial Accident Commission.

Referred to Committee on Legislation.
Filed, p. 120. See Policy Statement VII (e).

Loggers Lien

Resolution No. 221—Presented by State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The state law now requires a logging contractor to post bond or equity equal to the wages of a payroll period; and

Whereas, This law has proven beneficial as a protection to workers; and

Whereas, Certain problems have been

encountered within the limitations of the law; now, therefore, be it

Resolved, By this Fourth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular legislative session of the California Legislature appropriate legislation to amend the existing law for the purpose of broadening the scope of its application on logging contractors and to require that the amount of bond or equity to be posted by such logging contractor be extended to a four week payroll period in order to protect the wages of his employees; and be it further

Resolved, That copies of this resolution be sent to Governor Edmund G. Brown, to John F. Henning, Director, California State Department of Industrial Relations, and to Sigmund Arywitz, Chief, Division of Labor Law Enforcement.

Referred to Committee on Legislation.
Adopted, p. 93.

Medical Care Costs

Resolution No. 222—Presented by State Council of Lumber and Sawmill Workers, San Francisco.

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 what would otherwise be 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 all concerned with unnecessary costs; and

Whereas, Assemblyman Ron Cameron has initiated certain legislation concerning hospital licensing and public dis-

closure and, in addition, investigating abusive charges; now, therefore, be it

Resolved, By this Fourth Convention of the California Labor Federation, AFL-CIO, that all effort be made in support of state legislation to control medical care costs and that our organization lend its assistance to the State Legislature's Committee in pursuance of an objective of establishing reasonable medical care costs and controlling unreasonable medical and hospital costs.

Referred to Committee on Legislation.
Filed, p. 62. See Resolution No. 148.

Labor-Management Reporting and Disclosure Act of 1959

Resolution No. 223—Presented by State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Labor's position on the Labor-Management Reporting and Disclosure Act of 1959 is well known and calls for repeal of the Act, including most of the amendments to the Labor-Management Relations Act of 1947; and

Whereas, Within the so-called Landrum-Griffin Act there exist many confusing and ambiguous provisions and requirements which create insecurity and uncertainty; and

Whereas, One of these provisions, under Title V, Section 502, Bonding, is not only confusing but is discriminatory in that it places unreasonable costs on labor organizations and unreasonable bonding requirements not normally required in other laws; and

Whereas, The entire Act should be repealed but in addition to the over-all problem we are directing specific attention to the unnecessary and costly bonding requirements and requesting specific elimination of such requirements; now therefore, be it

Resolved, By this Fourth Convention of the California Labor Federation, AFL-CIO, that while the entire Act should be repealed, in the absence of such action we specifically resolve that Section 502 of the Act be deleted to eliminate at least this one discriminatory and unreasonable provision; and be it further

Resolved, That copies of this resolution be sent to all Congressmen and other appropriate parties.

Referred to Committee on Resolutions.
Filed, p. 27. See Resolution No. 196.

Dependents' Health and Welfare Coverage in Public Employment

Resolution No. 224—Presented by Contra Costa County Employees No. 302, Martinez.

Whereas, It is general practice in private industry to include dependents of workers in Health Plans paid by the company; and

Whereas, These are state laws which prevent counties, cities, and other political subdivisions from including payment for dependents by said political subdivisions; and

Whereas, Such state laws have become obsolete and do not consider modern accepted practices of participation by the employer in said health plans; now, therefore, be it

Resolved, That this Fourth Convention of the California Labor Federation support all efforts to repeal any and all laws which forbid any political subdivision from participating in payment of an employee's dependents' share of any health plan.

Referred to Committee on Legislation.
Adopted, p. 83.

Safety Code Penalties

Resolution No. 225 — Presented by Sprinkler Fitters Union No. 709, Los Angeles.

Whereas, There has been a safety code for the State of California in existence over the years; and

Whereas, This safety code is predicated on the preservation of life for the working man and on the welfare of his dependents; and

Whereas, These laws are adequate for the purposes designed but are not sufficiently enforced; and

Whereas, In the event of enforcement, the penalties are so inadequate as to preclude any serious consideration by the contractor, therefore making the penalty less than the cost of the protection involved; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation, assembled in the City of Long Beach in August, 1962, be listed per the records as **strongly opposing** the present practices of enforcement and the penalties involved; and be it further

Resolved, That this convention make every effort through any of the state agencies and the legislature to make mandatory the penalties involved, and that

such be set at a minimum of double the cost of the safety factors if they had been installed and not less than one year in jail.

Referred to Committee on Legislation.
Adopted, pp. 86-87.

Pay of Apprenticeship Consultant

Resolution No. 226—Presented by California State Employees, AFSCME No. 361, Los Angeles.

Whereas, The Apprenticeship Consultant, Division of Apprenticeship Standards, State Department of Industrial Relations has, for many years, been receiving a lower salary range than the prevailing rate of pay; and

Whereas, The existence of such a condition within state employment is contrary to the intent and purpose of the Government Code dealing with this subject, which code provides for the payment of prevailing rates; equal pay for equal work; and

Whereas, The journeyman classes of Apprenticeship Consultant are currently 20 percent below the current prevailing rate based on the interquartile range of the Private Industry bench mark class of Apprenticeship Coordinator; and

Whereas, The State Personnel Board's Staff has recommended that the journeyman classes in the Division of Apprenticeship Standards, Labor Law Enforcement and Industrial Welfare be considered at the same level of responsibility, and they should therefore be paid the same salary range, this recommendation having been accepted by the Department of Industrial Relations and which is called priority of internal relationships; and

Whereas, Among the above three classifications, only the Apprenticeship Consultant has a bench mark class in private industry within California which determines the prevailing rate of pay data; therefore, when the journeyman classes of Apprenticeship Standards do receive their inequity pay adjustment, then also will the journeyman classes in Labor Law Enforcement and Industrial Welfare receive a pay adjustment; and

Whereas, The Staff of the State Personnel Board has consistently stalemated the payment of prevailing rate of pay to the Apprenticeship Consultant, by citing what is paid in the other states throughout the country in Job Classifications comparable in name only; and

Whereas, We contend that in any determination of prevailing rate of pay as provided in the Government Code only those comparable classes in private industry

within the State of California are to be considered. The Apprenticeship Consultant works, lives and pays taxes in the State of California; and

Whereas, Only by such devices as the above has the Apprenticeship Consultant been deprived for years of his lawful rate of pay; and

Whereas, The responsibilities of the Apprenticeship Consultant have been considerably increased through the addition of the new Section 3093 of the Labor Code, providing for Journeyman training and other training on the Job; 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, State employees generally, are becoming increasingly aware of the historic support and leadership of organized labor in all areas of public service where wage inequities exist; and

Whereas, The interests of the State Employees can best be served by labor organizations with representation of public employees, yet affiliated with the strength and purposes of the American Federation of Labor - Congress of Industrial Organizations; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention assembled at Long Beach, California, August 20 to 24, 1962, endorse the following program:

- (1) Provide support to a sustained drive before the State Personnel Board for a 20 percent wage inequity adjustment for the Apprenticeship Consultant;
- (2) Instruct the representatives of the California Labor Federation to actively pursue the enactment of necessary legislation to achieve the above purposes.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 84.

Prohibit Recruiting of Professional Strikebreakers

Resolution No. 227—Presented by Allied Printing Trades Conf., San Francisco.

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 employers for the purpose of taking the jobs of regular employees;

Whereas, Professional strikebreakers and their masters have 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 fourth 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 recruitment of employees to replace employees involved in a labor dispute by a person or agency not directly involved in the labor dispute; and call upon the California State Legislature to adopt such legislation at its next regular session.

Referred to Committee on Legislation.
Filed, p. 87. See Resolution No. 252.

University Extension Support

Resolution No. 228 — Presented by I.L.G.W.U. Locals 96, 266, 482 and 496, Los Angeles.

Whereas, During a recent session of the State Legislature, funds for University Extension, University of California, were sharply reduced from the previous—and inadequate—standard set in the 1958 budget, so that 92% of the Extension budget must now be met by student fees; and

Whereas, This budget cut has meant both a substantial increase in student fees and the elimination or curtailment of programs offered by University Extension, many of which are of special interest to labor; and

Whereas, The increasing use of automated equipment in many industries has made broader educational opportunities even more necessary to assure continuing employment opportunities for working men and women; and

Whereas, Organized labor has traditionally pressed for universal educational opportunity without regard to ability to pay; and

Whereas, For more than fifty years the policy of the State of California had been

to provide sufficient support for University Extension to keep tuition fees within the means of wage earners; and

Whereas, Even the 1958 figure of 85% revenue from tuition and 15% provided by the State was already among the lowest levels of support provided by any other State for comparable Extension divisions; now, therefore, be it

Resolved, That this Fourth Convention of the California Labor Federation urge the State Legislature and the Governor to restore the funds cut in the University Extension budget and increase the budget above the inadequate level of 1958 to a level more consistent with the responsibilities of a State University in meeting the educational needs of the adult public.

Referred to Committee on Resolutions.
Adopted, p. 47.

State College Financing

Resolution No. 229 — Presented by I.L.G.W.U. Locals 96, 266, 482 and 496, Los Angeles.

Whereas, Enrichment of curriculum, expansion of facilities and services, and enlargement of teaching staff in institutions of higher education, for accommodating a growing student body are imperative to meet the challenge of today and fulfill the promise of tomorrow; and

Whereas, While California state colleges have been reorganized into a college system in recognition of the demanding needs of our times, many pressing financial and other problems remain to be solved; and

Whereas, Within the California State College system a particularly acute financial crisis confronts Los Angeles State College, jeopardizing its capacity to provide even a minimal education program for the increasing number of students in the metropolitan area whose attendance is projected each year until 1970; and

Whereas, Additional funds are required for staff, program, facilities and site expansion; and

Whereas, The program for land acquisition is lagging dangerously, although authorized studies by technically competent consulting firms outlining solutions have been submitted; and

Whereas, The land acquisition program is indispensable for future building construction to meet augmented enrollment and for parking arrangements (at this college location, limitation of parking facilities can choke off attendance); and

Whereas, Unless adequate planning and

implementation are promptly undertaken to meet the crisis, the College will be compelled to turn away fully qualified students in 1963 and 1964; and

Whereas, Los Angeles State College maintains lower costs per student than any other state-supported institution of higher learning offering a baccalaureate and graduate program in California; and

Whereas, Los Angeles State College serves more working people than any institution of higher education in the West; and

Whereas, These problems of L.A.S.C. are indicative of similar difficulties besetting other areas of the California State Colleges; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation support expeditious and decisive action by the California State Colleges system, the State Administration and the legislature to assure additional financing and other assistance for solving the critical problems confronting the California State colleges.

Referred to Committee on Resolutions.
Adopted, p. 47.

Oppose Tuition Fees In Adult High Schools

Resolution No. 230 — Presented by I.L.G.W.U. Locals 96, 266, 482 and 496, Los Angeles.

Whereas, Organized labor in the U. S. has traditionally been a leading advocate of expansion of free public education; and

Whereas, There is an increasing need for enlarging educational opportunities for all the American people to meet the complex problems of the growing community, a changing technology and challenging international relations; and

Whereas, In recent years it has become an increasingly common practice for boards of education in local California school districts to fix tuition fees on many courses offered in adult high school; and

Whereas, Such tuition fees are a serious handicap to the very people in lower economic groups who are in greatest need of adult education service; and

Whereas, State law and local regulations exempt from fees subject areas of interest to some individuals while discriminating against other individuals by imposing tuition fees in other subject areas; and

Whereas, Such fees constitute double

taxation on adult high school students because they also pay school taxes; and

Whereas, Many of these adult students have no other direct educational return on their school tax dollar; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation oppose the imposition of fees on students in adult classes of the school system; and be it further

Resolved, That the Federation favor legislation forbidding such fees.

Referred to Committee on Legislation.
Adopted, p. 93.

Legislation for Low Cost Housing

Resolution No. 231—Presented by Carpenters Union No. 1622, Hayward.

Whereas, There is a shortage of available low-priced housing, especially for retired people; and

Whereas, The present type of home building is not suitable to take care of the needs and desires of old retired people with low income and the cost is beyond their ability to purchase them; and

Whereas, This situation has been recognized by organized labor in resolutions adopted by the California State Council of Carpenters and approved by the Building Trades and the California Labor Federation; and

Whereas, Bills have been introduced in the California State Legislature through the efforts of organized labor and supported by them to enact enabling legislation necessary to establish a State-owned corporation with authority to issue tax exempt revenue bonds and that the money received from same be spent to purchase FHA insured mortgages at low rate of interest to take care of the needs of the low income group; and

Whereas, These bills were defeated through the efforts of the money lenders and the real estate lobby; and

Whereas, The State Legislature recognized the needs for low priced housing for old retired people by submitting a constitutional amendment, Proposition 4, Housing for the aged; and

Whereas, Proposition 4 was defeated at the primary election by the vote of the people; therefore, be it

Resolved, That this 4th Convention of the California Labor Federation, AFL-CIO, go on record in favor of low cost housing; and be it

Resolved, That this Convention go on

record as urging passage of enabling legislation necessary to establish a State-owned Corporation with authority to issue low interest, tax-exempt revenue bonds and that the money received from same be used to purchase FHA mortgages on low income housing for aged retired people; and be it further

Resolved, That the Secretary of this California Labor Federation be instructed to have the legislative department prepare bills that will take care of this legislation; and be it further

Resolved, That the Secretary further use his good offices to work with other state labor organizations to sponsor and support this legislation at the coming legislative session; and be it further

Resolved, That the Secretary prepare a brochure for each member of the legislature explaining this legislation in detail, and urging their support.

Referred to Committee on Legislation.
Adopted, p. 98.

Terminology for Physicians

Resolution No. 232—Presented by Calif. Legis. Board of Railroad Trainmen, San Francisco.

Whereas, The labor organizations sponsoring the many health and welfare plans negotiated for members of our affiliates and their families, have a vital interest in the quality of health care rendered to their members; and

Whereas, It is necessary for all physicians and surgeons to have unlimited opportunities to continue to improve this health care; and

Whereas, There has been some confusion in the minds of our members as to the terminology and licensure of physicians and surgeons D. O. and physicians and surgeons M. D.; and

Whereas, The California Medical Association and the California Osteopathic Association have entered into a merger agreement which will open equal opportunities for graduate study and erase all barriers in consultation, and thus raise the quality of health care of our members; and

Whereas, The California Legislature has recognized the merit of this agreement by enacting necessary legislation, since signed and approved by Governor Edmund G. Brown, to achieve the unification of the State's physicians and surgeons for the benefit of all citizens; and

Whereas, The public benefits to be de-

rived from these actions are dependent upon passage of Proposition No. 22, to be submitted to the voters of California at the General Election to be held Tuesday, November 6, 1962; now, therefore, be it

Resolved, By the California Labor Federation, in Fourth Convention assembled, that an unqualified affirmative vote on Proposition No. 22 be recommended to every citizen, thereby to achieve better, more consistent, medical and hospital care for all the people of California.

Referred to Committee on Resolutions.
Adopted, p. 61.

Probation Officers

Resolution No. 233—Presented by So. California Council of Public Employees, Los Angeles.

Whereas, Probation officers carry heavy public responsibility and have become the major instrument for individual justice and rehabilitation in our juvenile and criminal courts; and

Whereas, Probation officers must have a high level of education and professional training and must be persons of strong personality and sound judgment; and

Whereas, Salaries for probation officers are below a level necessary to hire and keep qualified personnel; and

Whereas, There are presently no uniform standards for recruitment and no programs of training which will insure the high quality of probation service necessary to safeguard the public and carry out rehabilitation of juveniles and adults coming before the courts; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation support such bills as may be introduced in the State Legislature which have as their purpose the improvement of probation standards, training and salaries.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 84.

Assembly Bill 1966

Resolution No. 234—Presented by So. California Council of Public Employees, Los Angeles.

Whereas, Assembly Bill 1966/61 has been established and supported by organizations that do not represent the best interest of the working public employees; and

Whereas, This bill would nullify the basic right to take concerted economic action and does not contain adequate

safeguards against domination of public employee organizations by management personnel; and

Whereas, This bill would penalize any public employee respecting economic action by any labor organization; now, therefore, be it

Resolved, That the 4th Convention of the California Labor Federation oppose this bill in its entirety and support the action of AFL-CIO Public Employees in opposing this bill.

Referred to Committee on Legislation.
Filed, p. 86. See Resolution No. 139.

Management Personnel in Employee Organizations

Resolution No. 235—Presented by So. California Council of Public Employees, Los Angeles.

Whereas, The majority of labor contracts forbid by law membership in employee organizations, to management personnel; and

Whereas, A survey published in the Industrial and Labor Relations Review in July, 1962, pointed out the flagrant violation of these precepts in public employee organizations, in that management personnel are permitted to be members and hold office; and

Whereas, A survey of public employee organizations in California reveals the same pattern to exist; and

Whereas, The national labor pattern of division of labor and management is in the best interest of employees, to avoid employer domination of their organizations; therefore be it

Resolved, That the 4th Convention of the California Labor Federation support legislation to establish the principle of separation of labor and management in employee organizations and to permit recognition of only those employee organizations which do not permit membership and holding of office by management personnel.

Referred to Committee on Legislation.
Disapproved, p. 92.

Health and Welfare Programs for State Employees

Resolution No. 236—Presented by So. California Council of Public Employees, Los Angeles.

Whereas, It is the policy of organized labor to continually press for the im-

provement of working conditions, salaries, and fringe benefits of employees; and

Whereas, In private industry employer-paid health and welfare programs are practically universal; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, introduce legislation that will accord state employees a health and welfare program paid in full by the state.

Referred to Committee on Legislation.
Adopted, p. 83.

Holidays For Public Employees

Resolution No. 237—Presented by Southern California Council of Public Employees, Los Angeles.

Whereas, Holidays are considered a basic part of compensation for public employees; and

Whereas, Salaries of public employees traditionally are reduced below prevailing wages because of the legal holidays granted public employees; and

Whereas, Each year, public employees are denied those holidays that fall on Saturday, which results in an inequity; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, as part of its legislative program, support legislation to amend Section 6701 and Section 18025 of the Government Code to provide that when holidays fall on Saturday employees shall be granted the preceding Friday as a holiday in lieu thereof.

Referred to Committee on Legislation.
Filed, p. 85. See Resolution No. 143.

Los Angeles Public Employees Social Security Coverage

Resolution No. 238—Presented by Southern California Council of Public Employees, Los Angeles.

Whereas, Over 200,000 employees of the State of California, the University of California, 2,500 California public agencies, including 276 cities and 49 counties, are covered under the old-age survivors and disability insurance provisions of the Social Security Act; and

Whereas, The City and County Employees of Los Angeles, other than policemen, deputy sheriffs, and firemen are desirous of securing the same value in their retirement dollar; and

Whereas, Comparable enabling legislation as passed for the school districts, University of California and State of Califor-

nia, would allow a divided plan to be adopted by initial vote for the County of Los Angeles and city of Los Angeles; and

Whereas, This legislation would affect the only major county and city not now enjoying OASDI; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation support legislation in the next session of the legislature authorizing city and county employees of Los Angeles to obtain social security benefits under the divided plan in which those employees who desire OASDI may have it on the same OPTIONAL basis as the state and school district employees of the State of California by initial vote.

Referred to Committee on Legislation.
Adopted, p. 84.

Psychiatric Technicians

Resolution No. 239—Presented by Southern California Council of Public Employees, Los Angeles; State Emps. Council, AFSCME No. 56, Los Angeles.

Whereas, Psychiatric technicians employed by the Department of Mental Hygiene have as their primary duty the care of patients who are mentally ill, often dangerous, and frequently do not know right from wrong; and

Whereas, Psychiatric technicians are not accorded the same protections under the law as are provided for Correctional Officers, or commensurate pay; and

Whereas, On the other hand, the State of California has recognized the hazardous nature of the duties of the Correctional Officer in the Department of Corrections and tried to protect the employees by law and accorded extra pay to compensate for their very important duties; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Convention, AFL-CIO, introduce legislation and support the procurement of sufficient finances to accord psychiatric technicians protection under the law and a salary level equal to that of the correctional officer.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 84.

Apprenticeship Field Representatives

Resolution No. 240—Presented by Dept. of Industrial Relations Employees, AFSCME, Union No. 1031, Sacramento.

Whereas, On February 12, 1962, the filling of a vacancy in the Los Angeles, California, area by the Bureau of Apprenticeship and Training indicates an intent to downgrade this agency's Field

Representatives from GS-11 to GS-9 status; and

Whereas, Up to this point the salaries of the Bureau's Field Representatives as GS-11's have been roughly comparable to those received by Apprenticeship Consultants employed by California's Division of Apprenticeship Standards; and

Whereas, Division of Apprenticeship Standards surveys have shown that its own salary schedule for Apprenticeship Consultants has been substandard as compared to similar positions in private industry, and this discrepancy has led John F. Henning, California's Director of Industrial Relations, to seek appropriate upward adjustment from the State Personnel Board; and

Whereas, If permitted to stand, the Federal within-grade ending salary will be fixed at \$7,425 a year, or \$1,515 less than the State salary presently in effect, and aside from jeopardizing the inequity adjustment sought by Director Henning, this development also poses a real threat to the state's salary standards for such personnel even at their present inadequate levels; and

Whereas, The net result can only be a deterioration of morale and greater difficulty in recruiting the caliber of personnel so urgently needed in this field; so be it

Resolved, That the Fourth Convention of the California Labor Federation request the Federal Bureau of Apprenticeship and Training to adjust this GS-9 in the Los Angeles Area to a GS-11 position; and be it further

Resolved, That the Federal Bureau of Apprenticeship and Training be requested in the future not to hire any Field Representatives in the State of California at less than the GS-11 level; and be it further

Resolved, That upon passage of the resolution, copies be sent to the Honorable Jerry R. Hollemann, Assistant Secretary of Labor, U.S. Department of Labor, Washington D.C., and to John F. Henning, Director, California State Department of Industrial Relations.

Referred to Committee on Resolutions.
Adopted as amended, p. 59.

Salary of Apprenticeship Consultants

Resolution No. 241—Presented by Dept. of Industrial Relations Employees, AFSCME, Union No. 1031, Sacramento.

Whereas, On May 19, 1960, the California State Personnel Board after reviewing the scope of the duties and responsi-

bilities of the Apprenticeship Consultant, State Department of Industrial Relations, Division of Apprenticeship Standards, recommended an upward salary adjustment of three steps over and above any general wage increase for State employees; and

Whereas, The Legislature did not appropriate the necessary funds in the session of 1960-1961 to enable the State Personnel Board to grant this three step increase to Apprenticeship Consultants; and

Whereas, The Legislature in the 1962 session did not provide funds for salary adjustments over and above any general increase for State employees; and

Whereas, The State Personnel Board announced on June 27, 1962, special salary adjustments were to be granted on July 1, 1962, to 15,900 State employees which did not include Apprenticeship Consultants; and

Whereas, With enactment of State (AB 2171) and Federal (PL 87-415) legislation in 1962, the scope of the duties and responsibilities of the Apprenticeship Consultants were heavily increased in fields outside of Apprenticeship, i.e., journeyman training, retraining of journeymen displaced by automation, and on-the-job training; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation request the State Personnel Board to follow through on their own recommendation of the May, 1960, hearing for a three step salary adjustment to Apprenticeship Consultants retroactive to July 1, 1962; and be it further

Resolved, In view of the 1962 State and Federal Legislation increasing the scope of the duties and responsibilities of the Apprenticeship Consultant, that the State Personnel Board be requested to review these additional duties and responsibilities of Apprenticeship Consultants in the light of further upward salary adjustments; and be it further

Resolved, That copies of this resolution, upon adoption, be sent to Executive Officer, John F. Fisher, of the California State Personnel Board; to Robert S. Ash, Labor member on the California State Personnel Board, and to John F. Henning, Director of the California Department of Industrial Relations.

Referred to Committee on Resolutions.
Adopted, p. 59.

Chinese Meat Merchants

Resolution No. 242 — Presented by Butchers Union, Local 193, Bakersfield.

Whereas, Membership in labor organizations is open to all wage workers of good character regardless of race, color or creed; and

Whereas, It is the objective of organized labor to obtain by all fair, just, and legal means a fair remuneration to members for their labors; and to afford mutual protection to members against obnoxious rules, unlawful discharge, or other systems of injustice or oppression; and

Whereas, Organized labor seeks to achieve for its membership and all workers increasing social and economic gains and advances which will enhance the health, security, happiness, and well-being of its members and the workers; and

Whereas, A considerable number of Chinese merchants engaged in the retailing and wholesaling field of meat and related products have taken an anti-union position towards organized labor in the State of California; and

Whereas, The relationship between them as employers, and their employees, even those of their own nationality, and including other employees, is one strictly of exploitation and oppression; and

Whereas, The Chinese employees and other employees of Chinese merchants, engaged in the distribution of meat and meat products, because of the attitude of their employers towards them in seeking to exploit them, are receiving a very sub-standard wage in comparison with that which is being paid in markets under union contracts; therefore be it

Resolved, That this Fourth Convention of the California Labor Federation go on record recommending to President John F. Kennedy of the United States that no further foreign aid be given to Nationalist China; and be it further

Resolved, That we request that until the attitude of these merchants changes in relationship to organized labor and the exploitation of the workers, that no further Chinese refugees be admitted to the United States to be exploited by these Chinese merchants.

Referred to Committee on Resolutions.
Disapproved, p. 111.

Prohibit Short Weight Tolerances

Resolution No. 243—Presented by Western Federation of Butchers, San Francisco.

Whereas, Net weights and measures laws are an essential exercise of the

state's policing power in the interest of the consuming public; and

Whereas, The aim of such laws should be to protect the consumer with honest weights and measures, and, at the same time, make certain that in the competition for the consumer dollar, no advantage is given the chiseler over the honest business man; and

Whereas, In the State of California, under legislation enacted in 1957, the State Department of Agriculture has the authority to allow net weight tolerances (including short weights) on processed and packaged commodities customarily sold in grocery stores; and

Whereas, In 1959, the Department advanced proposals to permit numerical deficiency tolerances on 32 frozen food items, hot dogs and other packaged commodities that would have short-changed consumers by several millions of dollars annually; and

Whereas, At hearings on these proposals, it was revealed that the retail grocers were also seeking the promulgation of similar deficiency tolerances in the packaging of fresh meats sold at self-service counters; and

Whereas, These hearings produced such a storm of protest from Governor Brown's Consumer Counsel, organized labor and county sealers that the Department and industry proponents were forced to abandon their schemes to milk the consumer; and

Whereas, Subsequent to this, the Department advanced and adopted new procedures for use of county sealers in the enforcement of weights and measures by sampling techniques based on the concept of averages; and

Whereas, This new sampling system has been attacked by the California Labor Federation as applying statistical procedures which would allow the approval of processed and packaged commodities in a given "lot" that are deficient in weight; and

Whereas, Unless the underlying legislation enacted in 1957 is corrected, California consumers face the prospect of witnessing the total destruction of the concept of net weights and measures that is so essential for the protection of consumers; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, assembled in the City of Long Beach, instruct the legislative representative of the Federation to seek the introduction of

an appropriate measure at the 1963 General Session of the Legislature which will correct the inroads made against the state's net weights and measures law.

Referred to Committee on Legislation.
Adopted, p. 61.

Collective Bargaining for City Employees

Resolution No. 244—Presented by San Francisco Municipal Parks Employees Union No. 311, San Francisco.

Whereas, Many cities throughout the state of California have employees who belong to labor unions; and

Whereas, These employees are without collective bargaining agreements; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation seek to have introduced legislation which will allow cities to sign agreements with bona fide labor unions.

Referred to Committee on Legislation.
Adopted, pp. 83-84.

Retirement Credit for Military Service of State Employees

Resolution No. 245—Presented by San Francisco Municipal Parks Employees Union No. 311, San Francisco.

Resolved: That the Fourth Convention of the California Labor Federation call upon the state to grant retirement credit for military service to those State employees who had at least two years of state service prior to World War II and who are presently engaged in state service.

Referred to Committee on Resolutions.
Adopted, p. 91.

Enforceable Awards by Labor Commissioner

Resolution No. 246—Presented by Santa Clara and San Benito Counties Bldg. and Constr. Trades Council and Laborers Union No. 270, San Jose.

Whereas, Many thousands of California wage earners must annually process claims for unpaid wages through the office of the Labor Commissioner; and

Whereas, The employer who has violated the law concerning wages in many cases resists payment of wages even when directed to pay them by the Labor Commissioner; and

Whereas, In such cases the wage claims can only be collected either by civil suit or by the use of the already overburdened staff of the County District Attorney; and

Whereas, When a Deputy Labor Com-

missioner has held a hearing on a wage claim he should then be enabled to make an enforceable award; now therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, sponsor legislation permitting the Labor Commissioner to make adjudications of fact and awards in wage claims which shall be enforceable after the same fashion as an award of the Industrial Accident Commission.

Referred to Committee on Legislation.
Adopted, p. 61.

Permit Labor Commission to Prosecute Violators

Resolution No. 247—Presented by Santa Clara and San Benito Counties Building and Constr. Trades Council and Laborers Union No. 270, San Jose.

Whereas, Many employers are persistent violators of the Labor Code as it relates to payment of wages; and

Whereas, Most employers who violate the law are not prosecuted for their violations because the offices of the County District Attorneys are overburdened with other prosecutions; now therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, sponsor legislation permitting the Labor Commission, through its attorneys, to initiate and prosecute violations of the Labor Code directly and without applying to the District Attorney in the County in which the offense occurs.

Referred to Committee on Legislation.
Adopted, p. 61.

Lockout of Non-Striking Employees

Resolution No. 248—Presented by Santa Clara and San Benito Counties Bldg. and Constr. Trades Council, and Laborers Union No. 270, San Jose.

Whereas, It has become a favorite plan of employers, when faced with a dispute with one or more labor organizations, to lock out members of other organizations with whom they have no dispute, as well as employees of other contractors or sub-contractors; now therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, sponsor legislation making it a misdemeanor for any employer or association of employers to lock out employees with whom they have no legal dispute or to lock out employees of other contractors or sub-contractors.

Referred to Committee on Legislation.
Filed, p. 62.

Make General Lockout Illegal

Resolution No. 249—Presented by Santa Clara and San Benito Counties Bldg. and Constr. Trades Council, and Laborers Union No. 270, San Jose.

Whereas, Recent events have shown that employer groups are tending more and more toward pressure tactics against all of labor whenever they are faced with economic action by any labor organization with whom they bargain; and

Whereas, Such pressure tactics as the general lockout operate most severely against those members of society who are economically under-privileged; now therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, sponsor legislation declaring that a general lockout is illegal and contrary to the public policy of the State of California.

Referred to Committee on Legislation.
Filed, p. 62.

Thirty Hour Work Week

Resolution No. 250—Presented by Kern, Inyo and Mono Counties Central Labor Council, Bakersfield.

Whereas, Throughout the history of the organized labor movement one of its first objectives has been the reduction in the hours of human labor; and

Whereas, Due to industrial revolution it was eventually possible and necessary to reduce the hours of labor to eight hours a day and forty hours a week; and

Whereas, Any honest and reasonable standard of comparison between the need of human labor now and that same need thirty or forty years ago will conclusively show justification for a realistic reduction in the work week; and

Whereas, In the present atomic age of extremely advanced technology which greatly advanced our productive capacity, it has now not only been made possible to again reduce the hours of human labor; it has made it completely necessary if we are to maintain a reasonably well balanced American economy; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation go on record as endorsing and supporting the reduction of human labor to a thirty hour work week.

Referred to Committee on Resolutions.
Adopted, p. 113.

Ear Plugs

Resolution No. 251—Presented by Shipyard and Marine Shop Laborers Union No. 886, Oakland.

Whereas, The number of industrial workers that are becoming deaf as a result of excessive noise in their occupation is steadily on the increase; and

Whereas, While many industries and employers provide such things as specific gloves and goggles, they neglect to include ear plugs which are necessary for the protection of the ear; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, at its Fourth Convention, go on record to sponsor an amendment to the safety code, providing for the distribution of ear plugs to workers who are constantly using electric and air-powered drills, jackhammers, pavement breakers and riveting tools, which produce constant and excessive noise.

Referred to Committee on Legislation.
Adopted, p. 87.

Professional Strikebreakers

Resolution No. 252—Presented by S. F. Labor Council, San Francisco.

Whereas, Many 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 Fourth Convention of the California Labor Federation hereby 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 (3) provide that the above practices shall

be unlawful and be punishable by fine or jail sentence or both, and call upon the California State Legislature to adopt such legislation at its next regular session.

Referred to Committee on Legislation.
Adopted, p. 87.

Proposed Department of Labor at University

Resolution No. 253—Presented by S. F. Labor Council, San Francisco.

Whereas, The Legislature under which the University of California was originally established and received its grants, made clear that this university should provide equality of educational offerings to all segments of the society of this state; and

Whereas, Many millions of dollars have been spent and are annually being budgeted by this university in providing the financing of educational programs to such segments of our society as the legal profession and the medical profession and for agricultural programs, for business administration and for many others; and

Whereas, The Administration of the university purports to satisfy its obligation to working people in this regard through a meager budget given to the Department of Industrial Relations; and

Whereas, It is and has been the feeling of the San Francisco Labor Council that under the present administration of this university the Department of Industrial Relations is management-oriented and is giving little if any attention or consideration to the problems of working people or to their labor movement in the State of California; and

Whereas, The San Francisco Labor Council has felt that the pro-management biased Department of Industrial Relations under the present Board of Regents and administration of the university has either been ineffective or contrary to the best interests of working people in our state to the degree that the San Francisco Labor Council for many years has consistently refused to endorse or participate in the programs of this department; and

Whereas, Working people and their labor movement have long been short-changed despite the fact that modern industrial changes have made more important than ever the need for cooperative programs and offerings from the university in the areas of education, research, etc.; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation go on

record in favor of the establishment of a Department of Labor in the University of California which would be as adequately financed as the Departments of Business, Law, Medicine and Agriculture; and be it further

Resolved, That the Federation seriously study the means necessary to properly establish such a Department and the liaison necessary between the university and the labor movement of California; and be it further

Resolved, That copies of this resolution be sent to the Governor, to the members of the legislature, to the President of the Regents of the University of California and to the press.

Referred to Committee on Resolutions.
Adopted, p. 46.

Departments of Labor in State Colleges

Resolution No. 254—Presented by S.F. Labor Council, San Francisco.

Whereas, The Master Plan for Education of the State of California has established a new system of State College Administration; and

Whereas, The state colleges of California are tax-supported institutions in many cases in localities where it would seem only fitting and natural that they could be of tremendous service to the working people and the labor movements in their areas; and

Whereas, In our modern economic society working people and their organizations have developed complex problems whereby a need has grown for educational offerings in the areas of economic education, research and cooperative programs; and

Whereas, No program exists in our state college structure designed to adequately provide any services to the working people in our communities, in the realization that our modern way of life requires the cooperation of our educational institutions; now therefore be it

Resolved, That the Fourth Convention of the California Labor Federation hereby go on record in favor of and lend full support to the establishment of Departments of Labor in the various state colleges of this state which should be adequately financed to the degree that they can render competent and adequate assistance to the working people in our state through their labor organizations

existing in the vicinity of such state colleges; and be it further

Resolved, That liaison be formed between such state colleges and the appropriate local labor movements so that the most beneficial results may be realized by the working people of such areas; and be it finally

Resolved, That copies of this resolution be sent to the Governor, the members of the Legislature, to the Trustees of the State Colleges, to the President of the State College System, to the President of the San Francisco State College and to the press.

Referred to Committee on Resolutions.
Adopted as amended, pp. 46-47.

Labor Movement and Economic Education for Teachers

Resolution No. 255—Presented by S.F. Labor Council, San Francisco.

Whereas, The Northern California Council of Economic Education has recently published "A Comprehensive Study of the Economic Literacy and the Economic Business Education of Prospective Secondary and Elementary School Teaching"; and

Whereas, The major conclusion of this study was "there is a general need for increased economic education in the teacher preparation curricula of general secondary and elementary credentialed candidates at Chico State College"; and

Whereas, The labor movement knows that this is also true at the University of California and at other state colleges; and

Whereas, the labor movement has long been appalled at the lack of economic education and the lack of economic knowledge of industrial associations and labor organizations, on the part of high school graduates, as indicated by some of our young new members embarking in life-long affiliations in our labor movement; and

Whereas, If an honest and non-prejudiced economic educational program is to be presented to the students in our elementary and secondary schools, it would seem obvious that the teaching curricula, the text books and the complete teacher training program require almost complete overhauling, amendment, and improvement; and

Whereas, It has been proposed that Labor Departments be established in our universities and in our state colleges in belated recognition of the modern needs

for cooperation from higher education to the labor movement; now therefore be it

Resolved, That the Fourth Convention of the California Labor Federation hereby go on record that the Labor Departments of the universities and state colleges be requested to face up to the problems inherent in this resolution, to the ends that the economic educational offerings of our public school system be substantially improved; and be it finally

Resolved, That copies of this resolution be sent to the Governor, the members of the Legislature, to the appropriate heads of our educational system and to the press.

Referred to Committee on Resolutions.
Adopted, p. 47.

Protect Women and Minors in Agriculture

Resolution No. 256—Presented by S.F. Labor Council, San Francisco.

Whereas, The Industrial Welfare Commission of the State of California is charged with the responsibility of protecting the "comfort, health, safety and welfare" of women and minors employed in this state; and

Whereas, In October, 1961, the Commission voted to open all of its existing orders with the sole exception of the order covering women and minors employed in agricultural occupations, which was issued earlier that year after a five-year study revealed inadequate pay, long hours, and conditions of work detrimental to the welfare of women and minors; and

Whereas, The order covering agricultural occupations sets a \$1 an hour minimum for hourly workers only and does not set a minimum for piece work, the dominant form of wage payment in agriculture; unlike all the other orders which called for a \$1 an hour minimum for work performed either on an hourly or piece work basis; and

Whereas, The Executive Council of the California Labor Federation, AFL-CIO, has stated that the absence of any meaningful piece rate provision in the agricultural order "all but renders this order meaningless" and made "particular reference to the need for reopening the new order covering women and minors in agriculture . . ."; and

Whereas, Other glaring omissions of protective clauses include the following: no maximum hours; no overtime provisions; no wage protection for minors under 16 years of age; no detailing of sanitary toilet and washing facilities; no rest

periods; and similar omissions of protective clauses found in other orders issued by the Commission; and

Whereas, The exclusion of the agricultural occupations order from the reopening of the wage orders represents the shameful continuation of a dual standard in this state without any semblance of justification in the face of the greater need for farm workers; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, call upon the Industrial Welfare Commission to reopen the agricultural occupations order and establish the same minimum wage rates, maximum hours, and other conditions of work for women and minors employed in agriculture as those written into the other wage orders.

Referred to Committee on Resolutions.
Adopted, p. 29.

New Division of Workmen's Compensation

Resolution No. 257—Presented by S. F. Labor Council, San Francisco.

Whereas, in 1958 and again in 1959 the San Francisco Labor Council proposed resolutions to the convention of the California Labor Federation that would substantially liberalize and bring up to date our Workmen's Compensation laws; and

Whereas, Rather than attempt to upset existing administrative organization and procedures, it is our feeling that existing compensation facilities should be augmented; and

Whereas, The time has arrived for substantial changes and liberalization in our Workmen's Compensation law, we urge the forthcoming convention of the California Labor Federation to include in its legislative program the following resolves:

Resolved, That a new act shall be supported by this Fourth Convention of the California Labor Federation, establishing a Division of Workmen's Compensation which shall supplement the hearing and appeals functions of the Industrial Accident Commission as described in Division 4 and Division 4.5 of the Labor Code; and be it further

Resolved, That this new act shall provide that the functions of this Division of Workmen's Compensation shall be to administer the Workmen's Compensation and Insurance Act so that the full intent of that legislation shall be achieved. Its primary purposes shall be:

- a. to supervise the adequacy of medi-

cal care so that injured workers will receive competent and adequate care, including specialized treatment when necessary;

b. to audit the promptness and accuracy of benefit payments to injured workers and their dependents so as to avoid delays, as well as to make certain that injured workers or their dependents receive the full amounts they are entitled to under the provisions of the Workmen's Compensation and Insurance Act;

c. to make sure that permanently impaired workers who require physical rehabilitation are provided such care, as part of the medical care required of employers, and to arrange for vocational rehabilitation where that is necessary;

d. to provide reports or statistical data to the Division of Industrial Safety to assist that Division in its accident prevention efforts;

e. to provide information to victims of work injuries, as well as to the Director of the Department of Industrial Relations as he may require;

f. to provide that the function of the Industrial Commission to hear contested cases or review agreements, or act as an appeals body is outside the function of the Division of Workmen's Compensation; and be it further

Resolved, That this Act shall be administered by the Administrator of the Division of Workmen's Compensation who shall devote his entire time to the duties of his office. The Administrator shall appoint such officers and employees and may establish such branch offices, sections, advisory medical panels and advisory committees as he finds necessary to administer the Workmen's Compensation Act, but exclusive of the hearing, appeals and review functions of the Industrial Commission; and be it finally

Resolved, That the proposals contained herein shall be included in the legislative program of the California Labor Federation by action of its convention starting August 20, 1962.

Referred to Committee on Legislation.
Adopted, p. 120.

Oppose Kerr-Mills Program

Resolution No. 258—Presented by S.F. Labor Council, San Francisco.

Whereas, The Congress of the United States has failed to pass a proper and

adequate medical care bill under Social Security; and

Whereas, The Kerr-Mills Bill is being advanced by the medical profession as a satisfactory substitute for medical care under Social Security; and

Whereas, The Kerr-Mills Bill is confined to indigent aged only and is enabling legislation requiring cooperation and participation through legislation by the various states; and

Whereas, In California this legislation has been provided through the means of the Rattigan-Burton Bill which gives us an opportunity to analyze the results of Kerr-Mills legislation which apparently is so highly regarded by the medical business; therefore be it

Resolved, That the California Labor Federation, in Fourth Convention, hereby declare that the Kerr-Mills Bill and its state counterpart are completely inadequate legislative answers to the problems of our senior citizens in the State of California; and be it further

Resolved, That the issue of means tests, property limitations and thirty-day hospital qualifications will result in such limited usage in California that it will have little value in meeting the medical needs of our retired and needy senior citizens; and be it further

Resolved, That the California Labor Federation in its Fourth Convention go on record in outspoken criticism of the inadequacies of this legislation and further declare that Kerr-Mills type of legislation is no substitute for meeting the medical needs of aged within the framework of the Social Security System; and be it finally

Resolved, That copies of this resolution be sent to the Governor, to members of the State Legislature and to the press.

Referred to Committee on Resolutions.
Adopted, p. 48.

Oppose Reapportionment

Resolution No. 259—Presented by S. F. Labor Council, San Francisco.

Whereas, A proposal will be on the November ballot which will increase the Senate delegation from San Francisco, Alameda and Santa Clara counties by one Senator and will increase the Senate delegation from San Diego and Orange County by one Senator and will increase the Senate delegation from Los Angeles County by six Senators; and

Whereas, The San Francisco Labor

Council is certainly not satisfied with the recent legislative record of the Senate of the State of California insofar as labor and liberal issues are concerned; and

Whereas, The San Francisco Labor Council is especially unhappy over the fact that either by refusal to accept, or failure to appoint, the Labor Committee of the Senate of the State of California has certainly given little indication of a desire to give favorable consideration to the multiple problems facing labor today; and

Whereas, After our analysis of the proposed legislation we nevertheless see little opportunity for improvement in the State Senate's consideration of the problems of working people; and

Whereas, We are convinced that proposed reapportionment, beneficial as it may be to partisan politicians, has little apparent value in improving the possibility of working people in our state gaining more beneficial legislation; now, therefore, be it

Resolved, That the California Labor Federation Fourth Convention hereby go on record in opposition to the proposed Senate Reapportionment Initiative, No. 23; and be it further

Resolved, That copies of this Resolution be sent to the Governor; to the San Francisco delegation, and to the press.

Referred to Committee on Resolutions. Committee recommends concurrence, p. 51; debate, pp. 51-57; roll call vote, p. 57; committee report adopted, p. 57.

Apprenticeship Programs In Federal Civil Service

Resolution No. 260—Presented by S. F. Labor Council, San Francisco.

Whereas, The California Conference on Apprenticeship unanimously adopted the attached recommendation for the expansion of apprenticeship programs in Federal Civil Service and the use of the advisory services of labor, management, schools, employment services, state and federal apprenticeship agencies in local areas; therefore, be it

Resolved, That the California Labor Federation in Fourth Convention assembled, hereby endorse the aims, purposes and objectives of the attached resolution as adopted by the California Conference of Apprenticeship; and be it further

Resolved, That copies of this resolution together with copies of the endorsed recommendation be transmitted to those named in the Recommendation and, in addition, to George Meany, President of

the AFL-CIO, requesting support of that organization.

1962 CALIFORNIA CONFERENCE ON APPRENTICESHIP RECOMMENDATION No. 5

Title: Apprenticeship in Federal Civil Service

Whereas, Many federal agencies employing civilians in apprenticeable trades have few, if any, bona fide apprenticeship programs in operation; and

Whereas, Many federal agencies do not include apprentice classifications in their hiring schedules but rather hire mechanics and craftsmen by grade classifications only; and

Whereas, We believe that for the efficient and economical operation of any establishment, depot or installation there must be a percentage of the work force being upgraded through the apprenticeship system; and

Whereas, We consider it incumbent on the Departments of the United States, where practical and possible, to assist and share with labor and management the responsibility of providing apprenticeship opportunities for our youth in the interest of our economic and national welfare; therefore be it

Recommended, That this California Conference on Apprenticeship does recommend to the President of the United States that an administrative order be addressed to the Secretaries of the several Departments of the United States directing positive action toward the establishment and maintenance of permanent civilian apprenticeship programs in appropriate Divisions of their Departments; and be it

Recommended, further, That such administrative order advise that it shall be the policy of our government to utilize the advisory services of labor, management, schools, employment services and state and federal apprenticeship agencies in those areas in which apprenticeship programs in federal installations are activated. This to the end that a cooperative working relationship be established to determine and assist in the employment and training needs of the youth of these areas; and be it

Recommended, further, That copies of this recommendation be transmitted to President Kennedy; Secretary of Labor Arthur Goldberg; Members of the United States Civil Service Commission; the Honorable Tom Murray, Chairman of the House of Representatives Post Office and

Civil Service Committee; and Senator Olin D. Johnston, Chairman of the Senate Post Office and Civil Service Committee; Senators Thomas Kuchel and Clair Engle and all Members of Congress from the State of California.

Referred to Committee on Resolutions.
Adopted, p. 59.

In Memoriam: Robert R. Clark and Other Unionists

Resolution No. 261—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, The California Labor Federation lost one of its ablest officials when Brother Robert R. Clark, a vice president at large since the state AFL-CIO merger in 1958 and a member of the Executive Council's Standing Committees on Civil Rights and Housing, passed away in January, 1962; and

Whereas, Brother Clark's unlimited dedication to the interests of working men and women included active membership on the Los Angeles Conference of Religion and Labor and, prior to the merger, the presidency of the Greater Los Angeles CIO Council; and

Whereas, His many additional outstanding contributions to the cause of organized labor took such forms as his being assistant regional director of the United Steel Workers of America for twelve western states, chairman of the California Apprenticeship Commission, and member of the Los Angeles Housing Commission; and

Whereas, Brother Clark's passing has left a great void in the lives of his many friends and his trade union brothers and sisters; and

Whereas, Many other stalwart labor leaders, friends of labor, and rank and file unionists, who left an indelible impression upon the labor movement and its members, have also passed away since our 1960 convention; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, before adjourning, express in a moment of silence our appreciation of their generous contributions and our sorrow over the loss of Brother Robert R. Clark and all other deceased brothers and sisters.

Referred to Committee on Resolutions.
Adopted, with additional remarks, p. 123.

Apprenticeship Center

Resolution No. 262—Presented by Ex-

ecutive Council, California Labor Federation, AFL-CIO.

Whereas, The strengthening of our apprenticeship programs in California is of vital importance to the maintenance of manpower skills commensurate to the rapidly rising needs created by the state's industrial growth and by changes in technology and materials; and

Whereas, The amount of energy and resources we are willing to invest in our on-the-job apprenticeship training programs will be directly reflected in California's ability to attract and hold new industry, as well as in the level of employment and earnings enjoyed by her people; and

Whereas, California's apprenticeship programs could be greatly enhanced by the development of a central facility to coordinate apprenticeship programs and to provide the public with a clearer understanding of the purposes, accomplishments and needs of such programs in all apprenticeable crafts and trades; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation pledge support for the inclusion of a permanent building on the proposed new State Fair site to house an apprenticeship center containing workshops and classrooms available to all apprenticeable crafts and trades for apprenticeship training under Adult Education Schedules, and conveniently located to allow public inspection; and be it further

Resolved, That the convention recommend the inclusion of an apprenticeship administration office into this center for coordination, consultation and liaison purposes.

Referred to Committee on Resolutions.
Adopted, p. 90.

Constitutional Amendments

Resolution No. 263—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, Commencing at this fourth convention of the California Labor Federation, AFL-CIO, we have converted to a convention every two years; and

Whereas, There are certain provisions in the existing Constitution which should be amended in order to gear them more closely to conventions on such two-year basis; now, therefore, be it

Resolved, That the fourth convention of the California Labor Federation, AFL-

CIO, hereby amend the Constitution as follows:

1. Article VII, Section 1 (m), by striking the words "fiscal year" and inserting the words "two fiscal years."

2. Article VII, Section 1 (n), by striking the words "fiscal year" and inserting the words "two fiscal years."

3. Article XV, B, Section 3 (a), second paragraph, is amended in line 11 by striking the word "twelve" and inserting the word "twenty-four" and is further amended in line 17 by striking the word "sixty" and inserting the words "one hundred twenty."

Referred to Committee on Constitution.
Adopted, p. 117.

Workmen's Compensation

Resolution No. 264—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, Recent decisions of the California Supreme Court involving the computation of benefits under the Workmen's Compensation Act for both temporary and permanent disability, insofar as they involve Building Trades employees and others similarly situated, have created serious administrative problems for the Industrial Accident Commission and might well result in substantially reduced benefits to the injured workmen depending upon how these tests are applied by the Commission; and

Whereas, It is desirable that this critical situation should be remedied legislatively; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, go on record in support of the introduction of appropriate legislation at the next session of the California Legislature to insure that every injured workman will receive a maximum benefit commensurate with his earnings, based on tests which will be to his benefit and not to his detriment.

Referred to Committee on Legislation.
Adopted, p. 119.

Lower Age for Social Security

Resolution No. 265—Presented by State Assn. of Barbers.

Whereas, The delegates present at the 51st annual convention of the California State Association of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Proprietors held in San Jose, California, in 1959, did adopt a resolution pertaining to retirement under the Social Security Act, and said resolution proposed an increase of Social Security benefits of 25 percent and optional retirement at age 60 years rather than the then existing 65 year retirement age; and

Whereas, Automation and mechanical procedures are displacing and replacing man power to the point where in the not-too-distant future will come the day when man shall not find it necessary to toil as in the past, but simply to guide the power and energy at his disposal to provide for him all the things necessary to his well-being—food, shelter, transportation, recreation, health and bodily care; therefore be it

Resolved, That this California Labor Federation Fourth Convention go on record as favoring an optional retirement under the Social Security Act at age 60, not only with full benefits provided now at age 65, but with the benefits increased 25 percent.

Referred to Committee on Resolutions.
Filed, p. 90. See Policy Statement XI (b).

Prevailing Wage Rates for Craftsmen

Resolution No. 266—Presented by State Assn. of Electrical Workers.

Relating to an interim study on the employment of craftsmen by the State.

Whereas, Prior to 1956, electricians, plumbers, carpenters, painters, and other craftsmen employed by the State were paid the prevailing wages paid to persons employed in like work in private industry; and

Whereas, As a result, the State was able to obtain the services of the best craftsmen, the morale of those craftsmen was high, and due to their efficiency, the State saved many thousands of dollars in connection with its construction program; and

Whereas, In 1956 the State Personnel Board downgraded state craftsmen, and since that time those craftsmen have received a monthly salary substantially lower than wages paid in private industry and substantially lower than those paid to craftsmen employed by many counties and cities, which pay their employees at the prevailing rate; and

Whereas, Because of this decision, the great majority of fine craftsmen left state service for other, better-paying work, and the State is no longer able to attract the best craftsmen in the State to work for it; and

Whereas, Bills, including Assembly Bill No. 318 of the 1959 Regular Session, have been introduced in the Legislature to cor-

rect this situation and to require that prevailing rates be paid to craftsmen employed by the State, but the bills were defeated; and

Whereas, It is essential that the Legislature correct this intolerable situation and that a study immediately be undertaken to determine how this may be best done; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation request that the State of California Assembly Committee on Rules assign for study to the Assembly Interim Committee on Industrial Relations the subject matter of Assembly Bill No. 318 of 1959 and of this Resolution and further request they direct such interim committee to report its findings, evidence, and recommendations to the Assembly no later than the fifth calendar day of the 1963 Regular Session of the Legislature.

Referred to Committee on Legislation.
Adopted, p. 84.

Organizing the Unorganized Employees of Southern California Edison and Pacific Gas and Electric

Resolution No. 267—Presented by State Assn. of Electrical Workers.

Whereas, The Southern California Edison Company and the Pacific Gas and Electric Company are among the largest privately-owned utilities in the nation, and

Whereas, Locals 47 and 1245 of the International Brotherhood of Electrical Workers, AFL-CIO, are certified to represent thousands of employees of these giant utility companies; and

Whereas, These companies refuse to negotiate a Union Shop clause which would require equal taxation for equal representation; and

Whereas, In spite of the open shop situation on these properties, Locals 47 and 1245 have organized many thousands of Edison and P. G. & E. employees and are actively seeking to organize the remaining non-members employed by Edison and P. G. & E; and

Whereas, Locals 47 and 1245 have negotiated vast improvements in wages, working conditions and fringe benefits for all employees of these companies since becoming bargaining agents; and

Whereas, In 1958, Locals 47 and 1245 spent many thousands of dues dollars and were extremely active in opposition to Proposition 18 despite the fact that they

did not and do not have decent union security clauses in their contracts; and

Whereas, Locals 47 and 1245 have supported the legislative programs of the California Labor Federation through lobbying activities in Sacramento and among their members and friends in the general public; therefore be it

Resolved, That the 4th Convention of the California Labor Federation, AFL-CIO, go on record in support of the organizing drives in progress on the properties of the Southern California Edison Company and the Pacific Gas and Electric Company being conducted by Locals 47 and 1245 of the International Brotherhood of Electrical Workers, AFL-CIO; and be it further

Resolved, That all affiliated local unions whose members reside in the areas served by Southern California Edison and Pacific Gas and Electric, be requested to urge such consumer-members to support the organizing drives of I.B.E.W. Locals 47 and 1245 by requesting that only members of I.B.E.W. Locals 47 and 1245 be dispatched whenever the services of Edison or P. G. & E. are called for by consumer-members of organized labor; and be it finally

Resolved, That the Executive Secretary of the California Labor Federation be requested to use his good offices in carrying out the intent of this resolution.

Referred to Committee on Resolutions.
Adopted, p. 111.

Label Foreign-Produced Motion Pictures as to Origin

Resolution No. 268—Presented by State Theatrical Federation.

Whereas, The United States government requires all imports be labeled as to origin, and such label can be seen by the public, but it does not require this of the motion picture industry; and

Whereas, Many employees in foreign countries, employed on American productions and advertising films, are communist or so inclined; and

Whereas, The American labor movement is dedicated to fight communism in every possible way and means; therefore be it

Resolved, That the Fourth Convention of the California Labor Federation recommend to the appropriate authorities that all imports of American motion pictures and commercials produced in foreign countries be labeled as to origin, in

all theatre and television programs, and all advertising media (posters, newspapers, magazines, etc.).

Referred to Committee on Resolutions.
Adopted, p. 111.

California Arts Commission

Resolution No. 269—Presented by State Theatrical Federation.

Whereas, Assembly Bill No. 1, entitled An Act to Create a California Arts Commission, has been proposed by the Honorable Jesse Unruh for the 1963 session of the California Legislature; and

Whereas, Such a Bill is beneficial to the State of California and its citizens; and

Whereas, An arts program sponsored by the State will stimulate and increase employment opportunities among the members of the entertainment industry and allied industries; therefore be it

Resolved, That the California Labor Federation, Fourth Convention go on record as approving said Bill No. 1, entitled An Act to Create a California Arts Commission, and support same.

Referred to Committee on Legislation.
Adopted, p. 93.

Miscellaneous State Salary Increases

Resolution No. 270—Presented by State Emps. Council No. 56, AFSCME.

Whereas, Such classes in the state service as Museum Guards of the Museum of Science and Industry, Psychiatric Technicians in the Department of Mental Hygiene, Inspectors in the Department of Professional and Vocational Standards, Deputy Labor Commissioners in the Department of Industrial Relations, Group Supervisors in the Department of the Youth Authority and those classes which overlap agencies and/or departments such as: Registered Nurses, Crafts and Maintenance, Food Services, Laundry, Security Patrol, custodial and civil service teachers have never received a salary commensurate with the duties and responsibilities of their respective positions; and

Whereas, All this has been due to the lack of adequate finances to rectify these inequities; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation take all necessary steps to further the provision of a minimum 10 percent salary increase for the aforementioned classes as of July 1, 1963.

Referred to Committee on Resolutions.
Filed; referred to Executive Council, pp. 91-92.

Salary of Correctional Officers

Resolution No. 271—Presented by State Emps. Council No. 56, AFSCME.

Whereas, The Department of Corrections and the American Federation of State, County and Municipal Employees, AFL-CIO, are in accord that the salary structure of the Correctional Officers needs upward revision and does not currently reflect the ever-increasing importance of the duties of the positions; and

Whereas, Efforts to up-grade have failed for lack of departmental finances; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation to provide a 3-step salary increase and the funding thereof as of July 1, 1963.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 84.

Oppose Abuses of Merit System

Resolution No. 272—Presented by State Emps. Council No. 56, AFSCME.

Whereas, The too-heavy weighting accorded the oral portion of state employee promotional examinations has led to serious abuses of the selection process and a consequent lowering of the morale of the employees; and

Whereas, It is well known that the present manner in which oral appraisal panels are selected and subsequently briefed gives the employer too great an influence in the selection of candidates; and

Whereas, It is known that some departments deliberately discourage the use of trade union panel members; and

Whereas, Many agencies and/or departments almost never consider seniority as a factor in the selection process and this is contrary to trade union principles; and

Whereas, Even the winning of an appeal from an oral appraisal panel disqualification will result in nothing more than a minimum passing score except for those rare cases where bias or prejudice can be proved and this, therefore, from a practical standpoint is no justice at all; and

Whereas, All this has created a well-founded suspicion that the merit system has now degenerated to nothing more than a thinly-disguised recruiting tool of management and that the safeguards as well as the opportunities for promotion on a competitive and equal basis no longer exist; and

Whereas, If this intolerable situation is permitted to continue it will inevitably

spell the death of the merit system and this is undesirable; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of new legislation if needed or take steps to amend existing or contemplated laws, rules and regulations to the end that a perfect score in any examination will be valued at 100, a written portion of an examination will be valued at not less than 70 and a graduated weight of not less than 10 for seniority will be applied, at least one trade union member will serve on each oral appraisal panel, and there will be assurance that every employee who has won appeal from disqualification by an oral appraisal panel will be placed in his proper position on the eligible list.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 85.

Parking Space for Public Employees

Resolution No. 273—Presented by State Emps. Council No. 56, AFSCME.

Whereas, Many facilities, installations and most major offices of the State of California are located in areas where there are serious traffic problems and, because of this, parking spaces are difficult and costly to procure; and

Whereas, This condition is expected not only to continue but worsen because of the explosive growth of the population; and

Whereas, This has resulted in a serious loss of take-home pay for the employees of these facilities, installations and offices; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation which will require the state to obtain and provide free parking space for all employees who may require it and establish a policy which will encourage all counties, cities and political subdivisions to do the same.

Referred to Committee on Legislation.
Disapproved, p. 85.

Tightening of Job Specifications

Resolution No. 274—Presented by State Emps. Council No. 56, AFSCME.

Whereas, One of the greatest abuses in the State of California's merit system is the deliberate drafting of vague job specifications to permit wide latitude in their interpretations by administrators and supervisors; and

Whereas, This practice has often com-

elled numerous employees to work at skills, crafts or trades, for which they are neither qualified by training nor licensed, nor for which they receive commensurate pay; and

Whereas, This is in direct violation of sound trade union positions and principles; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation which would provide for the tightening of job specifications so that employees could not be required to work out of classification except in case of emergency and then only in closely kindred employment and that they be paid at the level of the new job if it be higher.

Referred to Committee on Resolutions; re-referred to Committee on Legislation, p. 58.
Adopted, p. 84.

Salary of Adult Parole Agents

Resolution No. 275—Presented by State Employees Council No. 56, AFSCME.

Whereas, The Department of Corrections and the American Federation of State, County and Municipal Employees, AFL-CIO, agree that the salary structure of the Adult Parole Agents is inadequate and does not reflect the value of the duties assigned; and

Whereas, Efforts to up-grade have failed for lack of departmental finances; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation to provide a 3-step salary increase and the funding thereof as of July 1, 1963.

Referred to Committee on Resolutions; re-referred to Committee on Legislation, p. 58.
Filed; referred to Executive Council, p. 84.

Protection for Corrections and Mental Hygiene Employees

Resolution No. 276—Presented by State Employees Council No. 56, AFSCME.

Whereas, In every public jurisdiction dealing with police and firefighters and other safety series employees there is a protection or service injury clause; and

Whereas, The Hazard incidence in the Department of Corrections and the Department of Mental Hygiene is very high; and

Whereas, The injury record of employees in these state institutions ranks very high among all safety series classes; and

Whereas, The aforementioned employees are not now covered by full medical care and/or special leave for injuries suf-

ferred in the performance of their duties; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation which will provide that employees of the Department of Corrections and the Department of Mental Hygiene be granted full medical care and special sick leave allowances for all injuries contracted while on duty.

Referred to Committee on Resolutions; referred to Committee on Legislation, p. 58. Adopted, p. 84.

Hours and Fringe Benefits of State Employees

Resolution No. 277—Presented by State Employees Council No. 56, AFSCME.

Whereas, Few of the fringe benefits which are common-place in private industry are provided for state employees; and

Whereas, The failure to provide such benefits to public employees weakens the bargaining posture of all labor unions; and

Whereas, The State of California has a moral obligation to be an exemplary and model employer; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation which would provide for the payment of time and one-half for overtime after 35 hours, double time for Saturdays and Sundays and/or legal holidays or their equivalent thereof, night salary differentials and hazard pay and authorize the Department of Industrial Relations to resolve any disputes which may arise as to the practical interpretations of these fringe benefits when such differences cannot otherwise be resolved.

Referred to Committee on Legislation. Filed; referred to Executive Council, pp. 85-86.

Sick Leave Pay for State Employees

Resolution No. 278—Presented by State Employees Council No. 56, AFSCME.

Whereas, The State of California makes no provision for the reimbursement of the accumulated sick leave of its employees at retirement; and

Whereas, The failure to do so constitutes poor public personnel administration in that it encourages the use of sick leave provisions for other purposes; and

Whereas, Absenteeism would be sharply cut resulting in considerable savings to the state were it to adopt a policy which

would provide a tangible reward for faithful service; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation seek the introduction of legislation which would provide full pay for all unused sick leave at retirement or resignation after 10 years of service.

Referred to Committee on Legislation. Adopted, p. 84.

35-Hour Week for State Employees

Resolution No. 279—Presented by State Employees Council No. 56, AFSCME.

Whereas, A shorter work week is one of organized labor's goals, and the value thereof has been well established; and

Whereas, The establishment of a shorter work week on the state employee level would set a beneficial standard for cities, counties, and political subdivisions; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation which would provide a 35-hour work week for state employees.

Referred to Committee on Legislation. Adopted as amended, p. 86.

Unemployment and Disability Insurance for State Employees

Resolution No. 280—Presented by State Emps. Council No. 56, AFSCME.

Whereas, The denial of benefits to many thousands of workers employed by the state, county and municipal governments covered by OASI is contrary to the intent and purpose of the Unemployment Insurance Code; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation instruct its legislative representatives to seek the introduction of an amendment to the California Unemployment Insurance Code to include the above mentioned workers under the Unemployment Insurance Act.

Referred to Committee on Legislation. Filed, p. 86. See Policy Statements V (b) and VI.

Salary of State-Employed Craftsmen

Resolution No. 281—Presented by State Emps. Council No. 56, AFSCME.

Whereas, House Resolution No. 28 is designed to restore a prevailing wage scale to craftsmen employed by the State of California equal to that of their brothers in private industry; and

Whereas, This was the State's pay policy prior to 1956; and

Whereas, The downgrading of salary scales has since resulted in the loss of many of the State's most highly-skilled and able employees; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, either seek the introduction of new legislation to restore comparable salary structures or support the Assembly Interim Committee on Industrial Relations if its findings with regard to H. R. 28's intent are favorable and its recommendation is for adoption.

Referred to Committee on Legislation.
Adopted, p. 84.

Health and Welfare for State Employees

Resolution No. 282—Presented by State Emps. Council No. 56, AFSCME.

Whereas, It is the policy of organized labor to continually press for the improvement of working conditions, salaries and fringe benefits of employees; and

Whereas, In private industry employer-paid Health and Welfare programs are practically universal; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation that will accord state employees a health and welfare program paid for in full by the state.

Referred to Committee on Legislation.
Adopted, p. 84.

Investigate Department of Mental Hygiene

Resolution No. 283—Presented by State Emps. Council No. 56, AFSCME.

Whereas, Authoritarianism is repugnant to Labor in any of its forms; and

Whereas, The administration of the Department of Mental Hygiene is authoritarian in nature; and

Whereas, The operations of the Department of Mental Hygiene are established by laws, rules and regulations of the State Personnel Board and the Department of Mental Hygiene in Sacramento; and

Whereas, These laws, rules and regulations are interpreted differently by the Superintendent and/or his staff at each hospital, resulting in unnecessary hardships to the employees and the business representatives who attempt to service them; and

Whereas, The right of appeal to the State Personnel Board has been denied to the trainee, as well as appeal from de-

isions in those areas which are judged to be the administrative responsibility of individual agencies and departments; and

Whereas, There are strong feelings that written portions of examinations are not properly safeguarded, and appraisal panels are often slanted in their judgments; training programs often poor and unproductive; and pyramiding of top echelon positions commonplace; that hearing officers discuss cases with administration; all of which has led to low employee morale, and very costly treatment of patients; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, call for an investigation of the Department of Mental Hygiene and seek the introduction of legislation which would remove authoritarianism as an accepted form of administration wherever it may rear its ugly head, provide the aforementioned rights of appeal, prohibit hearing officers from discussing cases except at hearings, clarify and improve civil service rules and regulations for the protection of honest and competent employees, provide unbiased and unprejudiced oral appraisal panels, and standardize departmental rules and regulations and interpretations thereof.

Referred to Committee on Legislation.
Filed; referred to Executive Council, p. 86.

More Rigid Standards for Vehicle Operation

Resolution No. 284—Presented by State Emps. Council No. 56, AFSCME.

Whereas, One of the greatest weaknesses in California law is its inadequate, unrealistic and dangerous vehicle licensing code which permits drivers who possess no more than a passenger car license to operate heavy equipment and trucks; and

Whereas, This has led to abuses of pay structures and classifications in the public service; and

Whereas, All this has created a great threat to the safety of the public in general as well as to sound trade union principles and practices; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation which would set up specific and rigid standards for the operation of all motorized vehicles.

Referred to Committee on Legislation.
Disapproved, pp. 117-18.

Oppose Abuses in Mental Hygiene Department

Resolution No. 285—Presented by State Emps. Council No. 56, AFSCME.

Whereas, One of the most flagrant violations of sound personnel practice and trade union principles may be found in the Department of Mental Hygiene which has established a "lead" system in its Food Services which, in effect, provides supervision without a commensurate pay structure; and

Whereas, This has often been used by supervisors to provide havens for favorites; and

Whereas, This practice has been even further degraded by the failure to consider skills or seniority, leading to resentment and low morale of employees; and

Whereas, The approval or condoning of such practices is opposed to all sound trade union principles; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation, AFL-CIO, seek the introduction of legislation which would prohibit the Department of Mental Hygiene and all other agencies and/or departments from contemplating or engaging in such practices.

Referred to Committee on Legislation. Filed; referred to Executive Council, p. 86.

Boycott J. C. Penney Company

Resolution No. 286—Presented by State Council of Retail Clerks.

Whereas, The J. C. Penney Company members of Retail Clerks Local No. 1364 have been on strike at the Red Bluff location since May 3, 1962; and

Whereas, In the many meetings Retail Clerks Local No. 1364 has had with the Manager, we have been unable to come even close to an agreement, due to his refusal to allow a Union Shop Clause or a Progressive Union Shop Clause to be negotiated due to the fact that he says it's against his principles to tell an employee he has to become a member of a Union; and

Whereas, J. C. Penney Company in Red Bluff has been employing people to work behind the picket line who are known "anti-union"-minded people, and "right to work" enthusiasts; and

Whereas, Red Bluff has been a "right to work" hotbed for many years and has given the Labor Movement a lot of growing pains; and

Whereas, The Retail Clerks must win

this fight in order to be able to organize the balance of Tehama County; and

Whereas, The Vallejo Local 373 of the Retail Clerks Union is also having the same problems as Retail Clerks Local No. 1364, as are various other Locals; therefore be it

Resolved, That the California Labor Federation Convention held in Long Beach, California, on August 20, 1962, place the J. C. Penney Company state-wide on the "We Do Not Patronize" List, and make every effort to carry out a statewide boycott to the fullest extent, until such time as they change their policy and recognize the union shop provisions of the contracts now being negotiated and in existence in the State of California.

Referred to Committee on Resolutions. Filed; referred to Executive Council, pp. 111-12.

Regulation of Private Employment Agencies

Resolution No. 287—Presented by State Council of Retail Clerks.

Whereas, General private employment agencies (excluding agencies for professional or theatrical services), are increasing in number with the rapid growth of population in this state to the point where they grossed almost \$14,000,000.00 in 1960; and

Whereas, These private employment agencies are competing daily with our free State Employment Service, having made 56,612 more placements than the State Department of Employment did during 1960; 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 California Labor Federation, in Fourth Convention, propose legislation amending the Labor Code to prohibit Private Employment Agencies from

- (a) Making placements wherever Union Shop Agreements are in effect, and
- (b) Collecting fees from employees where placements are made with Employers who have not also placed a job call with the State Department of Employment; and be it further

Resolved, That Section 1094 of the Unemployment Insurance Code be amended

to allow the Labor Commissioner to examine the proper records of the Department of Employment as may be necessary to make proper determinations where violations involving employment practices occur.

Referred to Committee on Legislation.
Adopted, p. 93.

Continue Sears Boycott

Resolution No. 288—State Council of Retail Clerks.

Whereas, At its annual convention in 1960 the California Labor Federation went on record vigorously condemning the anti-labor activities of Sears, Roebuck & Co.; and

Whereas, In the same year the AFL-CIO and the Retail Clerks International Association instituted a world-wide boycott against this giant corporation; and

Whereas, Since that time Sears, Roebuck & Co. has continued to refuse to bargain in good faith with labor, and has continued its anti-union activities throughout most of its operations; and

Whereas, The AFL-CIO and the Retail Clerks International Association are continuing to prosecute labor's boycott against Sears on a national and world-wide basis; now, therefore, be it

Resolved, That the California Labor Federation, in Fourth Convention, hereby go on record as reaffirming the boycott against Sears; and urge all members and friends of organized labor to refrain from patronizing Sears; and take all other appropriate steps to convince Sears that it should meet its obligation to bargain in good faith with organized labor.

Referred to Committee on Resolutions.
Adopted, p. 112.

Equal Pay for Equal Work

Resolution No. 289—Presented by State Council of Retail Clerks.

Whereas, Suggested amendments to improve the enforcement of Sec. 1197.5 of the Labor Code of the State of California with respect to equal pay for equal work were before the Legislature in 1955; and

Whereas, This suggested legislation was not acted upon; and

Whereas, The California State Council of Retail Clerks, AFL-CIO, supports the principle of equal pay for equal work for women; now, therefore, be it

Resolved, That the Fourth Convention of the California Labor Federation seek the amendment of Sec. 1197.5 of the La-

bor Code of the State of California to read as follows:

"1197.5. No employer shall pay any female in his employ at wage rates less than the rates paid to male employees in the same establishment for work of comparable quantity and quality on comparable operations; provided that nothing herein shall prohibit a variation of rates of pay for male and female employees engaged in comparable work based upon a difference in seniority, length of service, ability, skill, difference in duties or services performed, whether regularly or occasionally, difference in the shift or time of day worked, or factors other than sex, when exercised in good faith.

(b) Every employer shall keep an accurate record showing the names, addresses, job classifications, wages paid, and actual hours worked by all employees.

(c) Any employer who violates subdivision (a) of this section is liable to each employee affected in the amount of the wages of which such employee is deprived by reason of such violation.

(d) The Division of Industrial Welfare shall investigate and gather data regarding wages, hours and other conditions and practices of employment in any industry subject to this section. The Division may enter and inspect such places and their records, and may make transcripts thereof, question the employees, and investigate such facts, conditions, practices, and matters as may be deemed necessary or appropriate to determine whether any person has violated any provision of this section.

(e) Any person may register with the Division of Industrial Welfare a complaint that the wages paid to female employees are less than the wages to which such employees are entitled under this section.

(f) The Division of Industrial Welfare shall take all proceedings necessary to enforce the payment of any sums found to be due and unpaid to the women employees.

(g) Any woman receiving less than the wage to which she is entitled under this section may recover in a civil action the balance of such wages, together with the costs of suit, notwithstanding any agreement to work for a lesser wage."; and be it further

Resolved, That Sec. 1199 be made the penalty section for Division 2, Part 4—Chapter 1 of the Labor Code, to apply to Sec. 1197.5 as follows:

"1199. Every employer or other person

acting either individually or as an officer, agent or employee of another person is guilty of a misdemeanor and is punishable by a fine of not less than fifty dollars (\$50.00) or by imprisonment for not less than 30 days, or by both, who does any of the following:

(c) Violates or refuses or neglects to comply with any provisions of this chapter or any order or ruling of the commission.”: and be it finally

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 the State of California and members of the California State Legislature.

Referred to Committee on Legislation.
Filed, pp. 87-88. See Resolution No. 122.

State Fair Labor Standards Act

Resolution No. 290—Presented by State Council of Retail Clerks.

Whereas, The California Labor Federation has been continually working through its legislative program to enact 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; and

Whereas, A statutory minimum per hour and statutory penalty pay provisions as a minimum protection against excessive working hours should be included in a State Fair Labor Standards Act; now, therefore, be it

Resolved, That the Convention inform all Central Labor bodies in the State of California of its position on this issue, as well as the Governor of the State of California and members of the California State Legislature.

Referred to Committee on Resolutions.
Filed, p. 90. See Policy Statement III (d).

Full Tax Deduction for Child Care for Single or Unmarried Taxpayers With Dependents

Resolution No. 291—Presented by State Council of Retail Clerks.

Whereas, Many women who are in the labor market are forced to pay a large portion of their incomes for child care during working hours; and

Whereas, The present tax laws grant only a very limited deduction for child

care for single or unmarried taxpayers with dependents; therefore be it

Resolved, That the California Labor Federation, in Fourth Convention, go on record in favor of changing the \$600.00 limit, as well as other limiting qualifications, and providing for full tax deduction for child care for single or unmarried taxpayers with dependents; and be it further

Resolved, That the California Labor Federation attempt to get legislation introduced before Congress providing for full tax deduction for child care for single or unmarried taxpayers with dependents.

Referred to Committee on Legislation; re-referred to Committee on Resolutions.
Filed, p. 90. See Resolution No. 121.

No Relaxation of Women's Eight-Hour Law

Resolution No. 292—Presented by State Council of Retail Clerks.

Whereas, Resolution No. 184 in the 1961 AFL-CIO Miami Convention resolved that: “Reduction in standard hours of work with no loss of pay should be sought as a vital part of our total program to solve the problem of unemployment, to convert our rapid technological progress into a boon rather than a burden, and to bolster the long-term economic and social health of our society. We shall seek urgent exploration of the various approaches and obstacles to such beneficial reduction of hours. We call upon all affiliated unions to give the highest priority to the search for and negotiation of ways to reduce hours of work to assure adequate job opportunities now and in the future,” and

Whereas, Since 1911 the law of the State of California has provided a maximum 8-hour law for women; and

Whereas, During actual national emergencies such as occurred at the time of the now expired California Defense Production Act during the last war, certain relaxations were made to this basic law of our State; and

Whereas, The unemployment situation in our State is such that a real emergency lies in the need of spreading work and not in attempting to weaken present liberal legislation with claims of phony “emergencies”; and

Whereas, Actually the entire trend in modern industry brought on by automation and future adjustments of tariffs must be faced in accord with the AFL-CIO policy of even shorter hours of labor for both men and women; and

Whereas, Certain mercenary interests

in our State are continually attempting to take away rights that have been established and enjoyed for many years under the guise of introducing so-called "emergency" laws; and

Whereas, Any extension in the permissive hours of labor for women has ramifications in the care of children, the maintenance of the American home and the creation of innumerable hardships; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in Fourth Convention, go officially on record in protest to any relaxation of the standard eight-hour law for women in California; and be it further

Resolved, That the California Labor Federation seek the submission of legislation to the forthcoming legislative session designed to shorten without exceptions the permissive hours of labor for women in the State of California.

Referred to Committee on Legislation.
Filed, p. 88. See Resolution No. 119.

Pregnancy Hospital Benefits

Resolution No. 293—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel, and Club Service Employees.

Whereas, Section 2626 of the California Unemployment Insurance Code denies hospitalization benefits for causes arising out of or connected with pregnancy; and

Whereas, Hospital benefits are funded entirely by contributions from employees; and

Whereas, This arbitrary disqualification is unjust and results in severe hardship for working women and their families; and

Whereas, The absolute minimum change required to alleviate some of this inequitable hardship is to provide at least ten (10) days pregnancy hospitalization benefits; now, therefore, be it

Resolved, That the California Labor Federation in Fourth Convention hereby go on record as endorsing amendment of the California Unemployment Insurance Code so that women shall be eligible to receive hospital benefits in the amount of twelve dollars (\$12.00) for each day not in excess of ten (10) days in any one pregnancy disability, during which she is confined in a hospital pursuant to orders of her physician.

Referred to Committee on Legislation.
Adopted, p. 122.

Pregnancy Disability Benefits

Resolution No. 294—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel, and Club Service Employees.

Whereas, Section 2626 of the California Unemployment Insurance Code denies disability benefits for causes arising out of or connected with pregnancy; and

Whereas, These disability benefits are funded entirely by contributions from employees; and

Whereas, Women workers in California are an increasingly large proportion of the labor forces; and

Whereas, Pregnancy presents the same physical causes for inability to work as were meant to be covered by State Disability Insurance; and

Whereas, To alleviate some of this inequitable hardship, a change is necessary to provide for each pregnancy; now, therefore, be it

Resolved, That the California Labor Federation, in Fourth Convention, hereby go on record endorsing amendments of the California Unemployment Insurance Code so that women shall be eligible to receive disability benefits for a period not in excess of six weeks for any one disability arising out of or connected with pregnancy.

Referred to Committee on Legislation.
Adopted, p. 122.

Unfair Disqualification From Unemployment Compensation Benefits

Resolution No. 295—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel, and Club Service Employees.

Whereas, Female applicants are being disqualified by the California Department of Employment from receiving unemployment compensation benefits because they refuse to accept employment at hours during which it is impossible for them to work because of their family commitments or because of other compelling reasons; and

Whereas, Some of these applicants who object to accepting night time work have customarily worked day shifts and would have no proper way of caring for their children at night; and

Whereas, Such disqualifications are contrary to the spirit of the California Unemployment Insurance Law; and

Whereas, Such disqualifications are un-

just and inequitable and result in the undermining of family life; therefore be it

Resolved, That the California Labor Federation, in Fourth Convention, hereby go on record condemning these disqualification decisions by the Department of Employment which deny women unemployment benefits because they can not accept employment at hours when they must care for and be responsible for the welfare of their families; and be it further

Resolved, That the Federation hereby go on record endorsing appropriate amendments to the California Unemployment Insurance Code so that women may refuse as unsuitable employment any job which requires them to work at such hours when their family duties and responsibilities prevent them from accepting such work.

Referred to Committee on Legislation.
Adopted, p. 120.

Amendment to Landrum-Griffin Act

Resolution No. 296—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel, and Club Service Employees-

Whereas, The Landrum-Griffin Act placed many onerous and unfair controls and regulations on the right of union members to organize and manage the affairs of their own unions on a free and democratic basis; and

Whereas, One of the most unfair and unreasonable requirements of this law is that the cumbersome election procedures of the law must be followed even where union offices are uncontested, signifying that the union members are entirely satisfied with the unopposed candidates for office; and

Whereas, Many unions throughout the country have had their treasuries of hard-earned union member dollars drained by this costly and absurd requirement for conducting secret ballot elections for unopposed officers. Since long before the Landrum-Griffin Act was adopted, California labor unions have zealously protected the right of secret ballot in our election of officers, but the membership can see no sense in spending the money necessary for this procedure when offices are uncontested. Now, under this law many local unions have been forced in the space of three years to twice undergo the cost of mailing notices, printing ballots, renting and transporting voting machines, and many other incidental expenses for two elections which costs amounted to approximately \$2,000.00 for each election, even though the candidates

for office in both instances were uncontested; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in Fourth Convention, take all steps necessary to have introduced into the Congress of the United States and enacted into law an amendment to the Landrum-Griffin Act which will henceforth make it unnecessary to hold secret ballot elections for uncontested offices in local unions, and be it further

Resolved, That upon adoption of this Resolution by the Federation, copies thereof shall be forwarded to the President, to the Secretary of Labor, to all California Congressmen, and to our United States Senators, as well as to President Meany of the AFL-CIO, together with a request for prompt and appropriate action.

Referred to Committee on Legislation, referred to Committee on Resolutions.
Filed, pp. 113-14. See Policy Statement III (a).

Preclude Health and Welfare Plan Payment of Benefits Compensable Under Workmen's Compensation.

Resolution No. 297—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel, and Club Service Employees.

Whereas, The California Workmen's Compensation laws clearly define the responsibility of employers to provide necessary insurance of their employees against injuries or illnesses arising from or sustained by the course of employment; and

Whereas, Nearly all labor organizations in the State of California have negotiated health and welfare benefits through collective bargaining agreements, establishing joint trust funds for the main purpose of providing hospital, medical and surgical benefits for employees covering non-industrial injuries or illnesses; and

Whereas, Many employers are referring employees who suffer an on-the-job injury to the welfare fund administrative offices instead of to the workmen's compensation insurance doctors to avoid an unfavorable claims experience and premium rate increase; and

Whereas, The benefits provided under the workmen's compensation laws are far superior to those provided under health and welfare plans, in cases involving temporary as well as permanent disabilities; and

Whereas, The result of employers' escaping their responsibilities under the workmen's compensation laws is not only a loss of benefits to the employees, but an increase in the cost of providing the

benefits under the negotiated welfare plan or else a reduction in the level of benefits that can be provided, or both, because of the resulting increase in welfare fund claims experience; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in Fourth Convention, take the necessary steps to have introduced for consideration at the next regular session of the California State Legislature appropriate legislation to make it mandatory that any injury reported to any employer must in turn be handled by the employer in accordance with the procedures applicable under the Workmen's Compensation Laws, including referral of the employee to the appropriate physician pursuant to such laws.

Referred to Committee on Legislation.
Adopted, p. 119.

Resolution No. 298

Removal of Wage-Hour Exemption Under FLSA for the Hotel, Motel and Restaurant Industries

Resolution No. 298—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees.

Whereas, Even though conservative, the wage and hour provisions of the Fair Labor Standards Act have been proven to be of substantial benefit to millions of wage earners covered by those provisions; and

Whereas, Additional millions of wage earners employed throughout the United States in the hotel, motel and restaurant industries are in dire need of this same protection but do not receive it because they are employed in industries exempted from this coverage under the Fair Labor Standards Act; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in Fourth Convention, urge the United States Congress to enact legislation amending the Fair Labor Standards Act so as to remove the exemptions from the Wage and Hour provisions of the Act applicable to the Hotel, Motel and Restaurant Industries; and be it further

Resolved, That the Federation take appropriate action in cooperation with the AFL-CIO nationally, as may be necessary to accomplish the aims and objectives of this resolution.

Referred to Committee on Resolutions.
Adopted, p. 90.

\$1.50 Per Hour Minimum Wage for All Employees in California

Resolution No. 299—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel, and Club Service Employees.

Whereas, The present \$1.00 per hour minimum wage covers only women and minors in various industries throughout the State of California; and

Whereas, Thousands of male wage-earners in California also need the protection of a State minimum wage law; and

Whereas, The present \$1.00 minimum wage established for women and minors by the California Industrial Welfare Commission in May of 1957 is now obsolete and unrealistic due to wage adjustments and improved living standards gained by most groups of workers in California during the past five years, as well as the substantial increase in prices of nearly all goods and services during the past five years and the changes in other economic factors directly or indirectly related to wages during the past five years; and

Whereas, As a practical matter, it is impossible for a man or woman wage earner receiving the \$1.00 per hour minimum to support even a single person or a small-sized family at a bare health and decency standard of living level, unless they work an unreasonable and burdensome number of hours per week; and

Whereas, Under the Fair Labor Standard Act, which is applicable throughout the 50 states, most of which have a lower cost of living level than California, the minimum wage provisions already are \$1.15 per hour and go to \$1.25 per hour next year; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, in Fourth Convention, to urge the California State Legislature to enact a minimum wage law adopting \$1.50 per hour as the minimum wage for men, women and minors for all industries in the State of California; and be it further

Resolved, That upon adoption of this resolution by the Federation, copies of same be sent to Governor Edmund G. Brown, to John F. Henning, Director, Department of Industrial Relations, and to all members of the Industrial Welfare Commission.

Referred to Committee on Legislation.
Filed, p. 117. See Resolution No. 212.

Employer's Failure to Make Wage, Fringe and Health and Welfare Payments

Resolution No. 300—Presented by State

Council of Culinary Workers, Bartenders, Hotel, Motel, and Club Service Employees.

Whereas, By action of previous sessions of the California State Legislature, laws have been enacted providing for the prompt and correct payment of wage and other payments due employees, including payments into health or welfare funds on behalf of such employees; and

Whereas, Such protections appear as various specific sections of the Labor Code of the State of California; and

Whereas, Because the civil and criminal penalties provided under these laws are not stringent enough to prevent numerous employer violations thereof, causing employees to lose millions of dollars per year in wages; and

Whereas, Many cases of failure to pay wages when due are the result of the employer's convincing employees to work beyond the due date of such payments with the promise that the wages will soon be paid, so no employee claim is filed; and

Whereas, In a number of these cases the employer is doing this with the knowledge that either a technical change in the legal entity of the Company is about to occur so that it may escape responsibility for such failure to pay or the Company is about to go into receivership or enter bankruptcy and thereby avoid such payments; and

Whereas, Even if such cases of failure to pay wages, fringe benefits or health and welfare fund payments were brought to the attention of the Division of Labor Law Enforcement, it would be costly and burdensome for the Labor Commissioner's office to prosecute such violations; now, therefore, be it

Resolved, That this Fourth Convention of the California Labor Federation hereby go on record as urging the California State Legislature to adopt laws making it a felony for an employer who fails to make the required payment to Health and Welfare Fund and Pension Trust Fund for employees when due; and be it further

Resolved, That the Federation be requested to take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, as may be necessary to accomplish the aims and objectives of this resolution; and be it finally

Resolved, That copies of this resolution be sent to Governor Edmund G. Brown, to John F. Henning, Director, Department of Industrial Relations and to Sigmund Ary-

witz, Chief, Division of Labor Law Enforcement.

Referred to Committee on Legislation.
Filed, pp. 92-93.

Hours of Labor for Women

Resolution No. 301—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel, and Club Service Employees.

Whereas, Since the enactment of the 8-hour law for women in 1911, many attempts have been made by various employer groups to permit women to work in excess of the maximum hours during an emergency; and

Whereas, As late as 1955 an attempt was made by the California Federation of Business and Professional Women's Clubs to amend the law by permitting women over 18 years of age employed in professional, technical, or clerical occupations, to work in excess of 8 hours per day and such attempts were soundly rejected before a California State Senate Labor Interim Committee after extensive hearings; and

Whereas, During real national emergencies such as occurred at the time of the now expired California Defense production Act during World War II, certain relaxations were agreed to as temporary measures; and

Whereas, As the recent AFL-CIO Convention held in the City of Chicago publicly went on record for a 35-hour week for both male and female to solve the real unemployment problem and to cope with our rapid technological progress which threatens greater unemployment; and

Whereas, The jobs held by women in Hotel and Restaurant Industries exceed more than 50 percent of the total female work force, and any relaxation of the maximum hours for women can only be viewed as a retrogressive step which would result only in breaking down fair employment standards which have been achieved over the years with greatest effort on the part of the Hotel and Restaurant Industries Unions of our state; and

Whereas, Certain special interests are continually attempting to take away rights that have been established and enjoyed for many years under the guise of so-called "emergency" laws; and

Whereas, Any extension in the maximum hours of labor for women affects the maintenance of the home and creates many hardships in the care of children; now, therefore, be it

Resolved, That the California Labor

Federation, in Fourth Convention, go on record protesting relaxation of the 8-hour law for women in California.

Referred to Committee on Legislation.
Filed, p. 88. See Resolution No. 119.

**Tribute to Governor Brown and
Jack Henning**

**Resolution No. 302—Presented by State
Conference of Operating Engineers.**

Whereas, The safety of working men and women is of the utmost importance to all of Labor; and

Whereas, The Governor of the State of California, The Honorable Edmund G.

Brown, has made the safety of those who labor, one of his prime concerns; and

Whereas, Director of Industrial Relations, Jack Henning, in spite of the inadequate state safety code and shortage of competent safety inspectors has made every effort to enforce the safety code; and

Whereas, Labor is grateful for these efforts to protect the working people of this State; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in Fourth Convention assembled, pay high tribute for the exceptional service to safety, rendered by Governor Edmund G. Brown and Director of Industrial Relations, Jack Henning.

Referred to Committee on Resolutions.
Adopted, p. 112.

ROLL OF DELEGATES

This comprises the completed roll call of the 1962 convention, including the additions and changes made through the supplementary reports of the Committee on Credentials on successive days of the convention. In it are given the name of the city in which each local union or council is located, the name of the union or council represented and its total vote, the names of the delegates and the vote each delegate was entitled to cast.

- ALAMEDA**
Communications Wkrs. No. 9505 (1202)
John W. Walsh, 1202
- ALHAMBRA**
Electrical Utility Wkrs. No. 47 (500)
A. J. Coughlin, Jr., 250
Dallas Lore, 250
- ANAHEIM**
Carpenters No. 2203 (2278)
Robert Napoles, 380
Marvin A. Pietrok, 380
Dewey M. Smith, 380
Harry King, 380
Billy D. Roberts, 379
Leonard Adams, 379
- ARCADIA**
Horseshoers No. 12 (40)
Wallace S. Rohrer, 40
- ARCATA**
Lumber & Sawmill Wkrs. No. 2808 (499)
Cullen Barnett, 499
- BAKERSFIELD**
Bldg. & Const. Trades Council (2)
H. D. Lackey, 1
M. E. Wright, 1
Butchers No. 193 (450)
Harold Hodson, 225
Charles A. Hohlbein, 225
Central Labor Council (2)
Lowell E. Fowler, 1
Hod Carriers & Com. Laborers No. 220 (932)
Edgar A. Watkins, 311
Manuel Padilla, 311
Livingston Brown, 310
Hotel & Restaurant Empls. No. 550 (1500)
Claude Penn, 750
Jack White, 750
Painters No. 314 (300)
C. L. McBride, 300
- BARSTOW**
Machinists No. 706 (265)
Louis W. Jackson, 265
Railroad Trainmen No. 1017 (69)
Don H. Sheets, 69
Railway Empls. Local Fed. Council (2)
L. W. Jackson, 1
- BELL**
Auto Wkrs. No. 230 (1452)
Frank W. Worthington, 363
Henry T. Van Hook, 363
Arthur Gearing, 363
Sim Huff, 363
Electrical Wkrs. No. 1501 (198)
Catherine F. Hughes, 198
Steelworkers No. 8941 (204)
G. J. Conway, 204
Steelworkers No. 2018 (3691)
John Despol, 1231
James Carbray, 1230
James H. Reed, 1230
- BERKELEY**
Painters No. 40 (355)
Gene Slater, 178
Ben Rasnick, 177
Teachers No. 1078 (47)
Danold Henry, 24
John Hutchinson, 23
- BOBON**
Chemical Wkrs. No. 85 (564)
Andy Bonds, 282
Billy John Adams, 282
- BURBANK**
Federated Fire Fighters of Calif. (2)
K. D. Severit, 1
Chas. Inglett, 1
Fire Fighters Assn. No. 778 (72)
Gerald J. Sealy, 36
Ronald Wagner, 36
- CANOGA PARK**
Railroad Trainmen No. 448 (718)
Don H. Sheets, 718
- CHICO**
Lathers No. 156 (45)
Rex B. Pritchard, 45
Plumbers & Steamfitters No. 607 (206)
Lloyd W. Hamilton, 103
James R. Ryan, 103
Retail Clerks No. 17 (50)
Silas E. Wheeler, 50
- COMPTON**
Carpenters No. 1437 (1081)
Wm. M. Young, 541
George W. Swan, 540
- CONCORD**
Machinists C-1173 (552)
Felix J. Dumond, 552
- CORONA**
Glass Bottle Blowers No. 254 (40)
Carl Lagler, 40
Glass Bottle Blowers No. 192 (86)
John B. Guzzi, 43
Donald Jenkins, 43
- CROCKETT**
Sugar Wkrs. No. 1 (1178)
G. A. Paoili, 589
L. W. Box, 589
- DOWNEY**
Rubber Wkrs. No. 451 (434)
Frank Romero, 217
Albert H. Brown, 217
- EL CAJON**
Carpenters & Joiners No. 2398 (591)
Ed Gates, 591
- EL MONTE**
Carpenters No. 1507 (2039)
G. A. McGhee, 1020
Albert Cocker, 1019
Glass Bottle Blowers No. 39 (163)
Wm. DeLotto, 82
Lucille Marty, 81
Hod Carriers & Laborers No. 1082 (1433)
Louie Bravo, 358
Art Pieretti, 358
John Pineda, 358
Eric Greene, 357
Painters No. 254 (563)
Arthur L. Arbaugh, 282
Edwin Decker, 281
Railroad Trainmen No. 390 (708)
D. F. Fugit, 708
- EL SEGUNDO**
Oil, Chemical & Atomic Wkrs. No. 547 (1217)
Gordon Lewis, 406
George M. Froom, Jr., 406
J. M. Misbrenner, 405
- EMERYVILLE**
Steelworkers No. 1304 (771)
Ernest C. Perry, 386
Frank White, 385
- EUREKA**
Butchers No. 445 (162)
Edwin F. Michelsen, 162
Central Labor Council of Humboldt County (2)
Albin J. Gruhn, 1
Geo. O. Faville, 1
Cooks & Waiters No. 220 (390)
Ruby Van Ornum, 390
Hod Carriers & Common Laborers No. 181 (321)
Albin J. Gruhn, 321
Hospital & Institutional Wkrs. No. 327 (60)
George Faville, 60
Lumber & Sawmill Wkrs. No. 3019 (73)
Calvin J. Barnett, 37
David L. Hartman, 36
Lumber & Sawmill Wkrs. No. 2592 (666)
Cassius Noble, 666
Lumber & Sawmill Wkrs. Redwood Dist. Council (2)
Leonard Cahill, 1
Machinists No. 540 (185)
Harry W. Hansen, 185
- FONTANA**
Fontana Unified School Dist. No. 690 (50)
John Klepar, 25
Delbert Sandlin, 25
- FRESNO**
Bakers No. 43 (400)
Bill O'Rear, 400
Central Labor Council (2)
Bill O'Rear, 1
Cooks, Pastry Cooks & Assts. No. 230 (337)
Leo Vuchinich, 337
Fire Fighters No. 753 (243)
Herbert G. Bell, 122
Jay W. Woody, 121
Hod Carriers & Com. Laborers No. 294 (1458)
Oscar Lacy, 365
Dutch Epperson, 365
Jesse Bernard, 364
Chester Mucher, 364
Iron Workers No. 155 (200)
H. D. Lackey, 200
Motor Coach Operators No. 1027 (57)
Henry C. Carter, 57
Plumbers & Steamfitters No. 246 (446)
Martin L. Sondergaard, 446
Railroad Trainmen No. 871 (141)
P. J. Matthews, 141
- GARDENA**
Steelworkers No. 2273 (106)
Wm. Mershon, 53
Allen Young, 53
- GLENDALE**
Brick & Clay Wkrs. No. 820 (334)
James Cruz, 334

Painters No. 713 (602)
Willard L. Sward, 301
Leonard H. Small, 301
Plumbers No. 761 (973)
Ben Wallace, 325
S. Virgil Walsh, 324
Fred E. Weeks, 324

GRASS VALLEY

Bartenders & Culinary Alliance
No. 368 (751)
Gene Brewer, 751

HAWTHORNE

Stove Mounters No. 123B (115)
Al Mendoza, 115

HAYWARD

Carpenters & Joiners No.
1622 (1650)
Robert L. Queen, 413
L. D. (Larry) Twist, 413
Marius Waldal, 412
Leslie L. Williams, 412
Culinary Wkrs. & Bartenders
No. 823 (2474)
Floyd M. Attaway, 413
Joseph Medeiros, 413
Robert Ottosen, 412
Dan M. Silva, 412
Louis Stockinger, 412
Leroy V. Woods, 412
Glass Bottle Blowers No. 53
(236)
Wm. Merle Snow, 236
Painters No. 1178 (514)
Richard H. Fitzgerald, 267
Andrew G. Swanson, 267

HOLLYWOOD

Actors' Equity Association (235)
Edd X. Russell, 118
Lee Harris, 117
Affiliated Property Craftsmen
No. 44 (2000)
B. C. "Cappy" Du Val, 667
Frank O'Connor, 667
John Otto, 666
AFL Film Council (2)
George J. Flaherty, 1
American Guild of Musical
Artists (165)
Lee Harris, 83
Francis Barnes, 82
Auto Wkrs. No. 179 (2176)
Eugene Burkard, 544
Earl Hovater, 544
William Lewis, 544
Joseph Marinello, 544
Broadcast, Television &
Recording Engineers
No. 45 (400)
Andrew J. Draghi, 200
Holly Pearce, 200
Carpenters & Joiners No. 1052
(1410)
Patrick A. Hogan, 470
George Zack, 470
Craig M. Phillips, 470
Film Technicians No. 683
(2455)
Donald P. Haggerty, 2455
Motion Picture Costumers
No. 705 (281)
Claire Davis, 281
M. P. Crafts Service No. 727
(162)
Albert K. Erickson, 162
M.P. Photographers No. 659
(300)
Herbert Aller, 300
M. P. Screen Cartoonists No.
839 (605)
Lawrence L. Kilty, 605
M.P. Set Painters No. 729 (265)
R. W. Peckham, 265
M.P. Sound Technicians
No. 695 (325)
Thomas A. Carman, 325
M.P. Studio Art Craftsmen
No. 790 (50)
Albert M. Simpson, 50
M.P. Studio Cinetechnicians
No. 789 (382)
Paul E. O'Bryant, 191
Percival F. Marston, 191

M.P. Studio Electrical
Technicians No. 728 (500)
A. T. Dennison, 500
M.P. Studio Projectionists
No. 165 (284)
George Flaherty, 142
Leo S. Moore, 142
National Broadcast Empls.
No. 53 (729)
Ken Moon, 729
Office Employees No. 174 (914)
Max J. Krug, 914
Painters No. 5 (583)
N. C. Neall, 683
Publicists No. 818 (221)
Lloyd Ritchie, 221
Screen Actors Guild, Inc. (5000)
Pat Somerset, 1000
George Chandler, 1000
Dana Andrews, 1000
Leon Ames, 1000
Frank Faylen, 1000
Screen Extras Guild (3000)
Tex Brodus, 429
Evelyn Ceder, 429
Paul Cristo, 429
Kenner Kemp, 429
Murray Pollack, 428
Jeffrey Sayre, 428
H. O'Neil Shanks, 428
Script Supervisors No. 871 (146)
Thelma Preece, 146
Set Designers & Model Makers
No. 847 (75)
Zeal Fairbanks, 75
Studio Grips No. 80 (140)
John C. Riemer, 140
Studio Utility Employees
No. 724 (796)
N. D. Jarrard, 266
Cole B. Butterfield, 265
James E. Day, 265
Television & Radio Artists
American Federation (300)
Tyler McVey, 150
Claude L. McCue, 150

HUNTINGTON BEACH

Rubber Workers No. 393 (728)
Walter L. Cooper, 728

HUNTINGTON PARK

Butchers No. 563 (1287)
J. J. Rodriguez, 322
Arthur Eaton, 322
Frank Verdugo, 322
William Toeller, 321
Calif. Federation of Post Office
Clerks (2)
Don Asbill, 1
Troy Brimhall, 1
Glass Bottle Blowers No. 114
(200)
James M. Wilder, 200
Glass Bottle Blowers No. 137
(1151)
Thomas D. Self, 288
Emil Gonzalez, 288
Elva Riley, 288
Ruth Smith, 287
Machinists No. 1571 (881)
John C. Strosky, 294
Robert D. Ryan, 294
Wm. A. Gutzwiller, 293

INGLEWOOD

Painters No. 1346 (527)
Robert L. Heller, 527

KLAMATH

Lumber & Sawmill Wkrs. No.
2505 (409)
John C. Giles, 205
Harold A. Wiese, 204

LAKEWOOD

Railroad Trainmen No. 406 (707)
P. J. Matthews, 707

LAWSDALE

Glass Bottle Blowers No. 19
(317)
Florence Rowley, 159
Elizabeth Bakus, 158

LIVERMORE

Machinists No. 1577 (103)
William Stadnisky, 103

LONG BEACH

Auto Workers No. 143 (4415)
Marty Lee, 883
Bob Weimer, 883
Clarence L. Gumbs, 883
Raul Castillo, 883
Hazel Lawrence, 883
Bakery & Confectionery Wkrs.
No. 31 (219)
Harold Gould, 219
Bartenders No. 686 (1152)
M. R. Callahan, 1152
Bob Weimer, 883
Clarence L. Gumbs, 883
Raul Castillo, 883
Hazel Lawrence, 883
Bricklayers & Stonemasons No.
13 (250)
Jess Mounce, 250
Bldg. & Const. Trades Council
(2)
Wayne J. Hull, 1
Carpenters & Joiners
No. 710 (1158)
W. A. Reese, 290
W. H. Taylor, 290
B. B. Belkman, 289
G. Anderson, 289
Cement Finishers No. 791 (232)
N. G. Breistig, 116
W. P. Evans, 116
Chemical Wkrs. No. 255 (397)
Wesley Hall, 397
City Empls. No. 112 (152)
Buel Potter, 76
L. N. Baskins, 76
Communications Wkrs. No.
9571 (964)
J. R. Kirkpatrick, 322
George Buck, 321
Chris Portway, 321
Culinary Alliance No. 681
(6300)
Marjorie Antrim, 589
Murrel Balbach, 589
Millard Hill, 589
Melvin Matina, 589
Juanita McDougle, 589
J. A. Mitcheck, 589
James O'Connor, 589
Clayton Smith, 589
James T. Stevens, 588
Culinary Wkrs., Bartenders &
Hotel Serv. Wkrs. Jt. Ex.
Bd. (2)
Thomas Pitts, 1
Culinary Wkrs. State Council
(2)
Franklin Behan, 1
M. R. Callahan, 1
Dry Dock & Ordnance
Painters No. 1501 (54)
Carl Anderson, 54
Fire Fighters Assn. No. 372
(384)
Robt. Leslie, 192
Malvern Aust, 192
Hod Carriers & Com.
Laborers No. 507 (2498)
James V. Brimhall, 417
Glenn K. Buss, 417
Edward Scharer, 416
Lloyd T. McGinnis, 416
James A. Knight, 416
Donald E. Graves, 416
Lathers No. 172 (167)
Clarence B. Gariss, 167
M.P. Projectionists No. 521
(87)
A. S. Bennett, 44
S. B. Wedell, 43
Oil, Chemical & Atomic Wkrs.
No. 123 (5940)
E. M. Cantley, 890
E. P. O'Malley, 890
E. C. Vaughan, 890
Al Chandler, 890
Ed Duffy, 890
Harlan Savage, 890
Painters No. 256 (681)
W. C. Farley, 227
James H. Blackburn, 227
George Yale, 227
Plasterers & Cement Finishers
No. 843 (229)
Wayne J. Hull, 229

- Plumbers & Steamfitters No. 494 (577)
Harold E. McCray, 289
Hugh Beeson, 288
Retail Clerks No. 324 (4200)
Morgan Whitaker, 700
Adam Zack, 700
Clifford Martin, 700
John Sperry, 700
Arthur J. Wilson, 700
Jack Mauer, 700
Roofers No. 72 (72)
Gale E. Taylor, 86
Sheet Metal Wkrs. No. 420 (550)
Kenneth Cooper, 550
Steelworkers No. 5038 (199)
Kenneth B. Agee, 100
Fred P. Kimes, 99
Teachers No. 1263 (89)
Donald E. Fitzgerald, 20
Donald F. Utter, 19
Typographical No. 650 (189)
John Eddy Myers, 189
Utility Wkrs. No. 246 (431)
Carl L. Rush, 216
William G. Flaherty, 215
- LOS ANGELES**
Advertising & Public Relations Empls. No. 618 (20)
Charles H. Lang, 10
Sherwood Barkdull, 10
Allied Printing Trades Council (2)
Robert B. White, 1
Amer. Guild of Variety Artists (225)
Irvin P. Mazzei, 113
James L. Kelly, 112
Automotive Painters No. 1798 (400)
John J. Lazzara, 200
R. G. Shannon, 200
Auto Wkrs. No. 837 (14,810)
Paul Schrade, 1789
Carter Paine, 1789
Henry Locayo, 1789
Richard Cartwright, 1789
E. J. Franklin, 1789
Albert J. Haener, 1789
Cele Carrigan, 1788
Jeannie Simms, 1788
Barbers No. 295 (601)
Alvin L. Holt, 801
Q. H. Carter, 300
Barbers & Beauticians Calif. State Assn. (2)
Anthony Agrillo, 1
Alvin L. Holt, 1
Bartenders No. 284 (1851)
Herman Leavitt, 926
Earl Hyatt, 925
Beauticians No. 295-A (40)
Fannie Markley, 40
Bill Posters No. 82 (108)
C. J. Hyans, 108
Boilermakers No. 92 (800)
F. A. Lombardy, 268
Frank Pierce, 268
James Keith, 266
Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers No. 1212 (110)
Reece Nash, 55
Cecil G. Byford, 55
Bookbinders & Bindery Women No. 63 (600)
George E. Smith, 300
Gino Petrella, 300
Brick & Clay Wkrs. No. 661 (74)
Ralph Mercier, 74
Brick & Clay Wkrs. Dist. Council No. 11 (2)
Joel De La Roi, 1
Bldg. & Constr. Trades Council (2)
Ralph A. McMullen, 1
Joseph J. Christian, 1
Bldg. Service Empls. No. 193 (50)
Harold L. Kerr, 50
Bldg. Service Empls. of So. Calif. No. 8 Jt. Council (2)
William M. Sloane, 1
- Bldg. Serv. Empls. State Council (2)
George Hardy, 1
Cabinet Makers & Millmen No. 721 (5816)
Harlan Poulter, 1164
James Flores, 1163
A. J. Bogdanowicz, 1163
Ralph H. Gardner, 1163
Joseph Pinto, 1163
Cap Makers No. 22 (50)
Hans Braun, 50
Carpenters No. 1497 (1446)
Maurice Leon, 482
Frank Reinhardt, 482
Jim Sogolan, 482
Carpenters No. 1976 (589)
Forey Tony, 589
Carpenters Dist. Council (2)
William Sidell, 1
Carpenters & Joiners No. 929 (820)
T. E. Sanford, 820
Carpet, Linoleum & Soft Tile Wkrs. No. 1247 (2026)
Ray Maley, 1013
Joe Amasso, 1013
Cement Masons No. 627 (1070)
Arturo S. Mendoza, 357
Nick Salerno, 357
M. L. Toston, 356
Chemical Wkrs. No. 11 (622)
Chas. B. Kragh, 311
Willis H. Polley, 311
Chemical Wkrs. Dist. Council No. 5 (2)
John Genak, 1
George C. Moore, 1
City Employees No. 119 (66)
S. Szankich, 66
City Co. & State Empls. No. 347 (173)
Walter Backstrom, 87
Bob Michaud, 86
Cleaners, Dyers, Pressers & Allied Trades No. 268 (400)
David Daly, 400
Cloak Makers No. 55 (1093)
Sophie Bogrow, 547
Isidor Stenzor, 546
Cloak Makers No. 58 (598)
Gilda Platow, 299
Max Mont, 299
Clothing Wkrs. No. 81 (104)
Norman Twist, 104
Clothing Wkrs. No. 278 (1300)
John Shaver, 434
Leo Bertuccio, 433
Ruth Miller, 433
Clothing Wkrs. No. 372 (225)
Richard Dumonte, 225
Clothing Wkrs. No. 408 (375)
Kate Brooks, 375
Clothing Workers No. 55d (333)
Leonard Levy, 167
Claude Cox, 166
Clothing Wkrs. So. Calif. Jt. Board (2)
Harry Bloch, 1
Jerome Posner, 1
Commercial Telegraphers No. 48 (312)
W. B. Foglesong, 312
Communications Wkrs. No. 9590 (658)
E. A. King, 658
Cooks No. 468 (2500)
Amedeo Celli, 417
Cooper Daniel, 417
Paul E. Greenwood, 417
John H. Neiger, 417
C. A. Schroeder, 418
William W. Smith, 416
County Empls. No. 434 (122)
Alfred S. Charlton, 61
Arthur E. Green, 61
Culinary Wkrs. Joint Exec. Bd. (2)
Robert Giesick, 1
Dining Car Employees No. 582 (286)
William E. Pollard, 283
- Electrical Wkrs. No. 11 (5000)
H. G. Dodson, 834
Webb Green, 834
Francis H. Iadivala, 833
Alex Saltzman, 833
Curtis H. Sampson, 833
Chas. W. Walker, 833
Electrical Wkrs. No. B-18 (600)
George W. Smith, 300
Louis B. Hoffman, 300
Electrical Wkrs. No. 854 (460)
Robert Turley, 230
Marvin Elam, 230
Electrical Wkrs. No. 1710 (500)
Mike M. Morales, 250
Clinton G. Brame, 250
Electrical Wkrs. State Assoc. (2)
Chas. W. Walker, 1
George Mulkey, 1
Elevator Constructors No. 18 (168)
John E. Dowd, 76
Bobby Williams, 76
Federated Municipal Craft Council (2)
E. A. Mitchell, 1
Tim Lisiecki, 1
Film Exchange Empls. B-61 (106)
M. L. Rexroth, 106
Fire Fighters Assn. No. 748 (791)
William K. Waibel, 396
George H. Lyman, Jr., 395
Fire Fighters Assn. No. 1014 (1275)
Kenneth D. Larson, 320
Scott Franklin, 320
Alfred K. Whitehead, 320
Everett E. Millican, 319
Garment Wkrs. No. 94 (49)
Betty Feeney, 49
Garment Wkrs. No. 125 (280)
Ethel Fite, 280
Glass Bottle Blowers No. 29 (279)
Garland Cheek, 140
Frank Carter, 139
Gunite Wkrs. No. 345 (410)
Frank Saver, 205
Don McBee, 205
Hod Carriers No. 50 (5000)
Bob Saucedo, 500
Felix Espinoza, 500
Sam Concy, 500
Mike Mascarenas, 500
E. Gary, 500
Charles Jefferson, 500
Ernest Guzman, 500
Angel Perez, 500
Edmund Bradley, 500
George Lawrence, 500
Hotel Service Empls. No. 765 (833)
Harry A. Weisman, 417
John A. Casey, 416
Laborers So. Calif. Dist. Council (2)
W. Loyd Leiby, 1
Ladies Garment Wkrs. No. 84 (300)
Jerry Ottaviano, 300
Ladies Garment Wkrs. No. 96 (833)
Samuel Otto, 833
Ladies Garment Wkrs. No. 97 (248)
Sam Millman, 248
Ladies Garment Wkrs. No. 451 (225)
Harry Scott, 225
Ladies Garment Wkrs. No. 482 (216)
Max Wolf, 216
Ladies Garment Wkrs. No. 483 (150)
Ben Kraus, 75
Edith Capalto, 75
Ladies Garment Wkrs. No. 496 (166)
Sigmund Arywitz, 166

- Ladies Garment Wkrs. No. 512 (100)
Louise Clark, 100
- Lathers No. 42 (249)
C. J. Haggerty, 249
- Lathers No. 42-A (791)
John J. Stein, 791
- Lathers, So. Calif. District Council (2)
C. B. Gariss, 1
- Leather & Luggage Wkrs. No. 213-L (500)
Max Roth, 250
Antonio Lastelley, 250
- Los Angeles County Federation of Labor (2)
George E. Roberts, 1
Thelma Thomas, 1
- Lumber & Sawmill Wkrs. No. 2288 (2767)
Nick G. Cordil Jr., 554
Tom Smith, 554
Andrew A. Shubin, 553
Harry Sweet, 553
C. P. Hermeyer, 553
- Machinists No. 311 (3420)
Carl J. Best, 1710
William E. Burk, 1710
- Machinists Dist. Council No. 94 (2)
Herbert A. Cooksey, 1
- Mailers No. 9 (437)
W. J. Bassett, 437
- Meat Cutters 421 (2500)
Glenn Gilbreath, 1250
Herchell L. Moore, 1250
- Metal Trades Council of So. Calif. (2)
A. J. Timmons, 1
- Misc. Foremen & Supts. of Public Works No. 413 (148)
O. P. McComas, 148
- M. P. Projectionists No. 150 (571)
Arthur C. McLaughlin, 571
Municipal Employees No. 319 (14)
Michael Pantillo, 14
- Musicians No. 47 (2000)
John V. Tranchitella, 400
Dale Brown, 400
Al Gayle, 400
Bob Elliott, 400
Armando Herrera, 400
- Nat'l. Postal Transport Assn. (40)
Herbert G. Kehr, 40
- Newspaper Guild No. 69 (1151)
Justin F. McCarthy, Jr., 1151
- Newspaper Pressmen No. 18 (380)
T. Q. "Pete" McCollum, 190
Sydney Langendorf, 190
- Office Employees No. 30 (1133)
Don Camp, 284
Gwen Newton, 283
Cynthia McCaughan, 283
Shirley Harris, 283
- Offset Wkrs., Printing Pressmen & Assistants No. 78 (550)
William Burns, 275
Avery Phillips, 275
- Operating Engrs. No. 12 (10,202)
J. J. Twombly, 1458
Joseph R. Hurley, 1458
Arthur T. Preston, 1458
Dudley H. Gibford, 1457
Wm. C. Willis, Jr., 1457
Weslie L. Olson, 1457
William C. Carroll, 1457
- Operating (Stat'y) Engrs. No. 501 (850)
R. W. Tucker, 284
Coy Black, 283
Jack Casper, 283
- Packinghouse Wkrs. Dist. No. 4 (2)
Bud Simonson, 1
- Packinghouse Wkrs. No. 200 (328)
Bud Simonson, 328
- Painters Dist. Council No. 36 (2)
Charles H. Marsh, 1
Julius Bence, 1
- Painters No. 484 (212)
W. R. Van Huss, 106
Fred W. Doerges, 106
- Photo Engravers No. 32 (602)
Peter J. Rimmel, 602
- Pipes Trades Dist. Council No. 16 (2)
E. E. Schell, 1
L. N. Burdett, 1
- Plumbers No. 78 (2289)
Chester C. Davies, 2289
- Printing Trades Councils So. Calif. Conf. (2)
James F. Raymond, 1
- Printing Specialties & Paper Products No. 388 (1000)
James Carrillo, 500
Harold Whitefoot, 500
- Printing Specialties & Paper Products So. Calif. Jt. Council No. 2 (2)
Glenn Buell, 1
Sue Donovan, 1
- Provision House Wkrs. No. 274 (3000)
Joseph A. Spitzer, 1500
Robert Cook, 1500
- Public Empls. So. Calif. Council No. 20 (2)
Daniel J. Scannell, 1
Walter H. Murphy, 1
- Public Service Carpenters No. 2231 (63)
Chas. F. Boling, 32
Norman A. Mead, 31
- Railroad Trainmen No. 74 (328)
F. J. Matthews, 328
- Railroad Trainmen No. 78 (355)
D. F. Fugit, 355
- Railroad Trainmen No. 367 (82)
J. E. Howe, 82
- Railroad Trainmen No. 385 (645)
J. E. Howe, 645
- Railroad Trainmen No. 465 (465)
J. E. Howe, 465
- Roofers No. 36 (963)
Al Nelson, 963
- Rubber Wkrs. No. 43 (650)
Laurence D. McCarty, 217
John T. Catterall, 217
George B. Roberts, 216
- Rubber Wkrs. No. 44 (1314)
H. H. Wilson, 329
George E. Crawford, 329
Edith Jenkins, 328
T. C. Gutierrez, 328
- Rubber Wkrs. No. 131 (1330)
Walter L. Cooper, 1330
- Rubber Wkrs. No. 141 (230)
Robert K. Holsinger, 115
Herb Welch, 115
- Rubber Wkrs. No. 458 (1227)
John Cockrell, 307
Hugh McKay, 307
Albert Teglas, 307
Edward Carter, 306
- Service & Maintenance Empls. No. 399 (1083)
Luther M. Daniels, 542
Harry Hennessy, 541
- Sheet Metal Wkrs. No. 108 (3890)
Clide D. Ringwood, 487
Walter Metzger, 487
W. N. Marks, 486
George Bakke, 486
Virgil Fox, 486
Adolph Singerman, 486
Eugene R. Edwards, 486
Charles C. Artman, 486
- Sign, Scene, Pictorial Painters No. 831 (108)
Joseph E. Dunphy, 108
- Sportswear & Cotton Garment Wkrs. No. 266 (666)
John Ulene, 666
- Sprinkler Fitters No. 709 (350)
Jack T. Lyons, 350
- Stage Employees No. 33 (275)
Rex Owen, 275
- State Employees No. 361 (43)
L. S. "Ed" Rosenberg, 22
McKay Mitchell, 21
- Steamfitters No. 250 (1083)
Jack Williams, 271
Stanton Raymond, 271
Walter McGowan, 271
Charles Blay, 270
- Steelworkers No. 1986 (181)
Eddie Roberts, 131
- Stereotypers No. 58 (300)
Fred Yeager, 150
James F. Raymond, 150
- Street, Elec. Rwy. & MCE No. 1277 (1000)
Homer Porcher, 334
James Crossett, 333
Harold V. Sweeney, 333
- Teachers No. 1021 (350)
William C. O'Donnell, 175
James K. Strong, 175
- Theatrical Press Agents & Managers No. 18032 (40)
Milton Weintraub, 40
- Typographical No. 174 (1937)
C. L. Brown, 485
H. E. Clemen, 484
Vick Menelay, 484
Joe Solomon, 484
- Typographical So. Calif. Conf. (2)
Hobart M. Hall, 1
Union Label Council (2)
Gayle Collins, 1
LaVonne Martine, 1
- Utility Workers No. 132 (1823)
John C. Kreutz, 912
Harold A. Trusler, 911
- Waitresses Union No. 639 (4610)
Marie O'Keefe, 513
Evelyn S. Murphy, 513
Mae Stoneman, 512
Clara Gurney, 512
Anne Buckley, 512
Loralee Gabel, 512
Ruth Compagnon, 512
Ann E. Williams, 512
Helen Busby, 512
- MARTINEZ**
Building & Const. Trades Council of Contra Costa (2)
Howard Reed, 1
Carpenters & Joiners No. 2046 (1748)
Deano C. Cerri, 1748
- Central Labor Council Contra Costa Co. (2)
Hugh Caudel, 1
- Contra Costa Co. Empls. No. 1675 (970)
Marty Martinez, 970
- Electrical Workers No. 302 (770)
E. F. Stark, 258
K. O. Cordy, 256
R. G. Hamilton, 256
- Oil, Chemical & Atomic Wkrs. No. 5 (2200)
V. F. Coragliotti, 555
Geo. D. Kely, 555
P. C. Boyd, 555
Anthony M. Troia, 555
- Painters No. 741 (150)
Manuel J. Cabral, 150
- MARYSVILLE**
Central Labor Council (2)
C. R. Van Winkle, 1
Hod Carriers & Gen. Laborers No. 121 (425)
Howard Endecott, 213
Phillip A. Williams, 213
- MAYWOOD**
Auto Wkrs. No. 509 (1546)
DeWitt Stone, 773
Spencer Wiley, 773
- Auto Wkrs. No. 808 (1359)
Victor C. Gonzales, 340
William L. Wilson, 340
Jay O. Norby, 340
Marion Ayala, 339
- Auto Workers No. 811 (3192)
Clarence E. Wright, 1064
Jim Sherman, 1064
Robert Laster, 1064

- Glass Bottle Blowers No. 145 (186)
Wyatt R. Lazenby, 68
Joseph P. Wheeler, 68
Steelworkers No. 1981 (1300)
John Mogk, 325
John Savala, 325
Wayne Sickles, 325
June Collins, 325
- MENLO PARK**
Utility Wkrs. No. 160-C (63)
Edward T. Shedlock, 63
- MILL VALLEY**
Carpenters & Joiners No. 1710 (242)
Jack Plumridge, 242
- MILPITAS**
United Auto Wkrs. No. 560 (2006)
Joe R. Dominguez, 669
George Sylva, 669
Joe R. Alvarez, 668
- MODESTO**
Central Labor Council of Stanislaus Co. (2)
C. Al Green, 1
Chemical Wkrs. No. 190 (150)
John A. Thomas, 150
Plasterers & Cement Masons No. 429 (78)
C. Al Green, 78
- MONTREY**
Carpenters & Joiners No. 1232 (596)
Francis Geary, 596
Hod Carriers & Common Laborers No. 690 (422)
Geo. E. Jenkins, 211
Hansel Johnson, 211
- MOUNTAIN VIEW**
Carpenters & Joiners No. 1280 (1296)
Joseph L. Allen, 432
Calvin S. Boice, 432
Frank B. Hubbard, 432
- NAPA**
Bartenders & Culinary Wkrs. No. 753 (431)
Ernest E. Collicutt, 431
Central Labor Council (2)
Jessie O. Payne, 1
Hod Carriers & Gen'l Laborers No. 371 (334)
Jessie O. Payne, 167
Frank Ullman, 167
Hosp. Empls. No. 174 (82)
Stanley F. Hart, 82
- NORWALK**
State, County & Munic. Empls. No. 1492 (38)
Claudie McLeod, 19
George W. Conner, 19
- OAKLAND**
Alameda Co. School Empls. No. 257 (230)
Harold Benner, 115
A. Marty Martinez, 115
Allied Printing Trades Council (2)
John W. Austin, 1
Auto & Ship Painters No. 1176 (396)
Leslie K. Moore, 198
Fred J. Campbell, 198
Automotive Machinists No. 1546 (4561)
M. F. Damas, 761
Harry Lear, 760
C. L. McMonagle, 760
W. P. Sweno, 760
E. H. Vernon, 760
D. T. Williams, 760
Auto Machinists No. Calif. Council (2)
Felix Dumond, 1
Auto Wkrs. No. 76 (749)
Manuel Dias, 375
Al Logan, 374
- Auto Wkrs. No. 333 (958)
John Harris, 319
Reid Bailey, 319
Ray Pheilan, 320
Auto Wkrs. No. 1031 (1361)
John P. Herrera, 341
Harold Freudenthaler, 340
Daniel L. Gonzales, 340
James P. Santos, 340
Barbers No. 134 (500)
I. O. Chamorro, 250
Sabio Carrabelle, 250
Bartenders No. 52 (1250)
James F. Murphy, 313
Steve Revilak, 313
John F. Quinn, 312
Joseph J. Canale, 312
Bldg. & Const. Trades Council (2)
J. L. Childers, 1
Butchers No. 120 (2250)
Edgar Allen Coe, 1125
S. E. Thornton, 1125
Calif. Legislative & Co-ord. Council (2)
Rudy Benincasa, 1
Carpenters & Joiners No. 36 (1728)
Gunnar Benonys, 864
James Brooks, 864
Carpet, Linoleum & Soft Tile Wkrs. No. 1290 (300)
Marvin D. Edwards, 150
Albert L. King, 150
Central Labor Council (2)
Robert S. Ash, 1
Richard K. Groulx, 1
Chemical Wkrs. No. 2 Dist. Council (2)
J. A. Thomas, 1
Clerks & Lumber Handlers No. 939 (75)
Joseph M. Souza, 38
Frank L. Hulbert, 37
Const. & General Laborers No. 304 (3000)
Jay R. Johnson, 500
Paul L. Jones, 500
Howard Bostwick, 500
Lester A. Smith, 500
Anthony C. Schiano, 500
C. C. Clark, 500
Cooks No. 228 (2167)
H. J. Barger, 434
Jack Faber, 434
Harry Goodrich, 433
Pat Sander, 433
Lou Borges, 433
Culinary Wkrs. No. 31 (3569)
Fran Childers, 592
Eddie E. Wright, 592
Betty Borikas, 592
Jody Kerrigan, 591
Clara Smith, 591
Elmo Rua, 591
Dining Car Cooks & Waiters No. 456 (220)
T. W. Anderson, 220
Electrical Wkrs. No. 1245 (19,000)
Juventino G. Garcia, 1667
James E. Gibbs, 1667
Leland Thomas, Jr., 1667
Ronald T. Weakley, 1667
Alfred R. Kaznowski, 1666
Norman E. Amundson, 1666
Electrical Wkrs. No. 595 (1250)
Chester Baker, 313
Fred Eggers Jr., 313
John Innot, 312
Albert Real, 312
Fire Fighters No. 55 (720)
R. M. Anthony, Jr., 360
H. J. Abbott, 360
Gardners, Florists & Nurserymen No. 1206 (85)
Wm. H. Norman, 43
I. Ray Darton, 42
Glass Bottle Blowers No. 141 (600)
Rinkey Hellinga, 300
Elaine Almeida, 300
Glass Bottle Blowers No. 155 (300)
Raymond Francis, 150
George Stack, 150
- Hod Carriers No. 166 (313)
Wm. Evans, 157
Abel M. Silva, 156
Lathers No. 88 (170)
Wm. Ward, 170
Laundry Wkrs. No. 2 (1073)
Millie Castelluccio, 358
Robert Luster, 358
Iva Vance, 357
Machinists No. 115 Dist. Lodge (2)
M. E. Thompson, 1
Machinists No. 284 (2000)
Edward J. Logue, 1000
William Stadnisky, 1000
Machinists No. 1566 (584)
J. T. Schiavenza, 584
M.P. Operators No. 169 (101)
Irving S. Cohn, 51
Ralph P. Thiers, 50
Office Empls. No. 29 (2200)
Ann Hollingsworth, 1100
Marilyn E. Moore, 1100
Operating (Stat'y) Engrs. No. 786 (141)
Frederick M. Pruitt, 141
Paint Makers No. 1101 (583)
Peter J. Ceremello, 292
Carl Lawler, 291
Painters No. 127 (548)
Lawrence Kessel, 272
Sam Caponio, 271
Painters Dist. Council No. 16 (2)
Robert Kerr, 1
William D. Martin, 1
Plasterers No. 112 (1000)
Joseph P. Egan, 50
Melvin H. Roots, 50
Plumbers & Gas Fitters No. 444 (900)
Ben H. Beynon, 300
Arthur M. Cleary, 300
Hubert H. Ross, 300
Printing Spec. & Paper Prod. No. 382 (1231)
Frederick T. Sullivan, 616
Raymond F. Geiger, 615
Sheet Metal Wkrs. No. 216 (500)
Robert M. Cooper, 250
T. R. Treadway, Jr., 250
Sheet Metal Wkrs. No. 355 (200)
Alfred Teixeira, 100
William Riggs, 100
Shipyard & Marine Shop Laborers No. 886 (550)
Harold T. Lumsden, 550
Sleeping Car Porters (250)
C. L. Dellums, 250
Steamfitters No. 342 (1275)
John A. Mathels, 425
Donald Stallings, 425
George H. Edwards, 425
Steelworkers No. 3702 (36)
Lew Blix, 36
Street Carmen No. 192 (1000)
Fred V. Stambaugh, 1000
Theatrical Janitors No. 121 (84)
Frank Figone, 84
Theatrical Stage Empls. No. 107 (41)
John F. Craig, 41
Typographical, Northern Calif. Conf. (2)
John W. Austin, 1
Donald C. Lengling, 1
Typographical Union No. 36 (644)
John W. Austin, 322
T. F. Trautner, 322
Univ. of Calif. Empls. No. 371 (174)
Harold Lyman, 174
- OBOWILLE**
Bartenders & Culinary Wkrs. No. 654 (696)
Joseph J. Gleason, 696
Central Labor Council of Butte Co. (2)
Virginia L. Davis, 1

PALO ALTO

Barbers No. 914 (82)
 Frank E. Erney, 82
 Carpenters & Joiners No. 668
 (1094)
 James E. Powers, 274
 Harry Malby, 274
 Henry Kolbaba, 273
 Byron Pat Neff, 273

PASADENA

Hotel, Restaurant Empls. &
 Bartenders No. 531 (2472)
 Hilton Porter, 1236
 Edith Glenn, 1236
 Meat Cutters No. 439 (1800)
 Russell F. Robinson, 450
 Arnold F. Hackman, 450
 Walter Karas, 450
 Hugh Albright, 450
 Painters No. 92 (420)
 Clem Farrington, 210
 Glancy Highland, 210
 Railroad Trainmen No. 1003
 (107)
 D. F. Fugit, 107

PATTON

State Hosp. Empls. No. 128
 (77)
 Sam Hunegs, 77

PETALUMA

Bartenders & Culinary Wkrs.
 No. 271 (279)
 Earl P. Byars, 279

PICO RIVERA

Auto Workers No. 923 (1819)
 Julio R. Mendez, 364
 Lewis H. Michener, 364
 Joseph F. Siko, 364
 Lawrence N. Thoreson, 364
 Elmer McKinney, 363

PITTSBURG

Bartender & Culinary Wkrs.
 No. 822 (771)
 Chlck Alleman, 386
 Vincent Licari, 385
 Steelworkers No. 1440 (2158)
 Anthony Cannata, 1079
 Joseph Angelo, 1079

POMONA

Glass Bottle Blowers No. 34
 (213)
 Carl Legler, 213
 Hod Carriers & Laborers No.
 806 (600)
 Pete Garcia, 300
 Jerry Chillig, 300
 Pacific State Hospital No.
 1515 (355)
 C. P. Dailey, 178
 E. R. Dalton, 177
 Painters & Decorators No. 979
 (457)
 Herbert C. Evetts, 229
 Albert E. Cash, 228
 Retail Clerks No. 1428 (1410)
 John M. Sperry, 705
 William H. Murrell, 705

REDDING

Culinary Wkrs., Bartenders &
 Hotel Serv. Empls. No.
 470 (970)
 Clarice Rabe, 970
 Five Counties Central Labor
 Council (2)
 Clarice Rabe, 1
 Hod Carriers & Com. Laborers
 No. 961 (500)
 Larry Browell, 250
 R. D. Chester, 250
 Lumber & Sawmill Wkrs.
 No. 2608 (1116)
 Hugh E. All'n, 1116
 Retail Clerks No. 1364 (604)
 H. L. Weingartner, 604

REDONDO BEACH

Carpenters No. 1478 (1200)
 Clifford G. Bone, 300
 Jon Swall, 300
 Earl Freeman, 300
 Abraham T. Avolian, 300

REDWOOD CITY

Auto Workers No. 109 (172)
 Pearl M. Nolan, 86
 Frank Perez, 86
 Electrical Wkrs. No. 1969 (250)
 Merritt G. Snyder, 125
 Franklin Stafford, 125

RESEDA

Carpenters & Joiners No. 844
 (1597)
 Robert L. Hanna, 1597

RICHMOND

Bartenders & Culinary Wkrs.
 No. 595 (1524)
 James T. Gettle, 481
 John Kropa, 481
 Katherine S. Ginsburg, 481
 Clarence Moitoza, 481
 Boilermakers No. 513 (325)
 Ernest M. King, 325
 Machinists No. 824 (1500)
 Terry D. Downey, 1500
 M.P. Projectionists No. 560 (40)
 Hugh Caudel, 40
 Painters No. 560 (305)
 Henry E. Mehl, 153
 Wallace C. Rood, 152
 Public Employees of Contra
 Costa Co. No. 302 (329)
 Cliff Chaney, 329
 Retail Clerks No. 1179 (2000)
 Jack Luther, 1000
 Keith Compton, 1000
 Steelworkers No. 4113 (84)
 Wm. F. Stump, 84

RIVERA

Packinghouse Wkrs. No.
 67 (455)
 Cornelius Carter, 230
 Ozzie Gibson, 225

RIVERSIDE

Carpenters & Joiners No. 235
 (641)
 John H. Allen, 321
 Guy B. Marquand, 320
 Central Labor Council (2)
 Burnell Phillips, 1
 Hod Carriers & Com. Laborers
 No. 1184 (1106)
 James Smith, 1106
 Painters Dist. Council No. 48
 (2)
 E. L. Hartwell, 1
 Retail Clerks No. 1167 (2425)
 S. Raymond Butler, 1212
 Courtney Lainhart, 1212

SACRAMENTO

Bartenders No. 600 (728)
 Ray McCarthy, 364
 Thomas Peterson, 364
 Bldg. & Const. Trades Council
 (2)
 Al Georges, 1
 R. A. Caples, 1
 California Dept. of Industrial
 Relations Empls. No. 1031
 (43)
 Ralph H. Judish, 43

Carpenters & Joiners No.
 586 (1900)
 Jerome B. Furniss, 950
 John B. Long, 950
 Carpenters Dist. Council (2)
 M. B. Bryant, 1
 Central Labor Council (2)
 Harry Finks, 1
 Construction & Gen.
 Laborers No. 185 (3500)
 Percy F. Ball, 1200
 John F. Petersen, 1200
 Robert C. Sanders, 1100
 Cooks Union No. 683 (782)
 Barney Jackson, 782
 Electrical Wkrs. No. 340 (125)
 Paul R. Tooker, 63
 R. H. Moore, 62
 Lathers No. 109 (100)
 Wm. Ward, 100
 Miscellaneous Employees No.
 393 (1147)
 Ralph P. Gross, 1147

Plumbers & Steamfitters

No. 447 (300)
 Patrick V. Harvey, 300
 Retail Clerks No. 538 (2000)
 Jas. F. Alexander, 667
 Ralph Williams, 666
 Wynn C. Plank, 667
 Rocket & Guided Missile
 Lodge No. 946 (5957)
 Al Keenan, 1192
 E. J. Larkin, 1192
 M. Danenberg, 1191
 A. P. Fonseca, 1191
 Gordon Taylor, 1191
 Sheet Metal Wkrs. No. 162
 (564)
 R. A. Caples, 564
 State Empls. Council No. 56
 (2)
 James L. McCormack, 1
 State Empls. No. 411 (62)
 Charles Henderson, 31
 Frank Lynch, 31
 Teachers, State Federation (2)
 Ruth Schomring, 1
 Ralph Coarod, 1
 Theatre Empls. No. B-66 (66)
 Harry Finks, 66
 Typographical No. 46 (435)
 D. C. Lengling, 435
 Waiters & Waitresses No. 561
 (1249)
 Lilas Jones, 625
 Harry Miller, 624
 Wholesale Plumbing House
 Employees No. 447 Aux.
 (78)
 J. T. Minear, 78

SALINAS

Central Labor Council (2)
 Peter A. Greco, 1
 Packinghouse Workers
 No. 78-A (1026)
 Frank L. Menezes, 513
 Irene Johnston, 513
 Painters No. 1104 (70)
 Peter A. Greco, 70

SAN BERNARDINO

Carpenters & Joiners Dist.
 Council (2)
 Arthur Jensen, 1
 Central Labor Council (2)
 Earl Wilson, 1
 Charles New, 1
 County Empls. No. 122 (639)
 Ruby F. Wicker, 213
 Robert J. Mitton, 213
 Albert Fisher, 213
 Culinary Workers &
 Bartenders No. 535 (1970)
 Louis J. Rees, 985
 Wm. H. Hughes, 985
 Electrical Wkrs. No. 477 (550)
 Jack Carney, 550
 Hod Carriers & Laborers
 No. 783 (810)
 Charles New, 270
 Walter Neff, 270
 Elmer J. Doran, 270
 Lathers No. 252 (87)
 Ivan Lee Buck, 87
 M. P. Projectionists No. 577
 (40)
 Ralph L. Marvin, 40
 Office Employees No. 83 (51)
 Burnell W. Phillips, 51
 Railroad Trainmen No. 278 (181)
 G. W. Ballard, 181
 Theatrical Stage Empls. No.
 614 (40)
 N. Earl Wilson, 40

SAN BRUNO

Carpenters No. 848 (537)
 John Minehan, 537

SAN DIEGO

Allied Printing Trades Council
 (2)
 John P. Yost, 1
 Auto Workers No. 506 (936)
 Robert L. Spears, 936
 Bldg. & Const. Trades Council
 (2)
 W. J. DeBrunner, 1

- Butchers No. 229 (1900)
 Max J. Osslo, 634
 Arthur Meyer, 633
 Carl A. Foote, 633
- Carpet, Linoleum & Res. Tile
 Wkrs. No. 1711 (200)
 John S. Brewer, 200
- Carpenters No. 1296 (1238)
 George Egner, 310
 Chris Lindebrekke, 310
 Charlie Bates, 309
 Luis Adams, 309
- Carpenters No. 1571 (908)
 James Lane, 908
- Carpenters No. 2020 (688)
 Donald K. Overhiser, 344
 Marion N. Long, 344
- Carpenters Dist. Council (2)
 Armon L. Henderson, 1
 Samuel McCauley, 1
- Central Labor Council (2)
 John W. Quimby, 1
 Armon L. Henderson, 1
- Clothing Wkrs. No. 288 (300)
 Elvira Proo, 150
 Marion Ingram, 150
- County & Municipal Empls.
 No. 127 (1174)
 Otto W. Hahn, 587
 Lewis Lipton, 587
- Culinary Alliance & Hotel
 Service Empls. No. 402
 (3006)
 Dudley Wright 501
 Esther Ryan, 501
 Joseph Li Mandri, 501
 Edward Clouette, 501
 M. C. Bray, 501
 Loretta Proctor, 501
- Electrical Wkrs. No. 465 (550)
 Vernon W. Hughes, 550
- Electrical Wkrs. No. 569 (1833)
 M. J. Collins, 942
 M. E. McGearry, 941
- Fire Fighters Assn. No. 145
 (498)
 Charles E. Inglett, 498
- Painters No. 333 (725)
 H. C. Baker, 242
 D. J. McNeel, 242
 J. A. Lee, 241
- State Employees Local No.
 1678 (135)
 Case Kellogg, 135
- Stereotypers No. 82 (40)
 John P. Yost, 40
- Street, Elec. Rwy. & MC
 Oper. No. 1309 (459)
 David H. Moore, 459
- Waiters & Bartenders No.
 500 (1054)
 Peter N. George, 527
 Gus Mureo, 527
- SAN FRANCISCO**
- American Radio Assn. (229)
 Philip A. O'Rourke, 229
- Apartment, Motel, Hotel &
 Elevator Operators No.
 14 (500)
 Philip J. Deredi, 500
- Automotive Machinists
 No. 1305 (3649)
 Fred L. Martin, 730
 Walter Keller, 730
 Jos. M. Doody, Jr., 730
 Harry Ritchie, 730
 Chas. Schweiger, 729
- Bakers No. 24 (1500)
 William E. Stief, 500
 Henry Madsen, 500
 Vincent Mastropiero, 500
- Barbers & Beauticians No. 148
 (1098)
 M. C. Isaksen, 366
 Dean B. Hillam, 366
 Noel J. Clement, 366
- Barbers & Beauticians
 Western Conf. (2)
 George E. Smith, 1
 Gino Petrella, 1
- Bartenders No. 41 (3124)
 Arthur Dougherty, 521
 Joseph Buckley, 521
 George Corey, 521
 Joe Garcia, 521
 William McCabe, 520
 William Walsh, 520
- Boiler Makers No. 6 (1000)
 H. L. Solomon, 500
 W. R. Barros, 500
- Bldg. & Const Trades Council
 (2)
 John L. Hogg, 1
- Bldg. & Const. Trades Council
 of Calif. (2)
 Bryan P. Deavers, 1
- Bldg. Service Employees
 No. 87 (1200)
 George Hardy, 1200
- Bldg. Service Empls. Bay Dist.
 J. Council No. 2(2)
 Philip Deredi, 1
- Butchers No. 115 (3500)
 George Mesure, 875
 Richard Brugge, Sr., 875
 Thomas Anderson, 875
 Alfred Lombardi, 875
- Butchers Western Federation
 (2)
 Don W. Parks, 1
- Calif. State Theatrical
 Federation (2)
 Pat Somerset, 1
- Wm. P. Sutherland, 1
- Carpet & Linoleum Layers
 No. 1235 (428)
 Edward Howe, 428
- Carpenters No. 483 (1051)
 Alfred Figone, 1051
- Carpenters Bay Counties
 Dist. Council (2)
 C. R. Bartalini, 1
- A. A. Figone, 1
- Carpenters State Council (2)
 G. A. McCulloch, 1
- Central Labor Council (2)
 Claude H. Jinkerson, 1
 George W. Johns, 1
- City & County Empls. No. 400
 (200)
 J. E. Jeffery, 200
- Cloakmakers No. 8 (550)
 Sam Green, 550
- Clothing Wkrs. No. 42 (500)
 Sam Krips, 250
 Anne Draper, 250
- Clothing Wkrs. Jt. Board (2)
 Sam Krips, 1
 Anne Draper, 1
- Commercial Telegraphers
 No. 34 (950)
 James W. Cross, 950
- Communications Wkrs. Dist.
 No. 9 (2)
 R. W. Rivers, 1
- Const. & Gen. Laborers No.
 261 (3046)
 Terry O'Sullivan, 381
 Jerry Sullivan, 381
 John Hollis, 381
 Jim Sweeney, 381
 Ed Steele, 381
 Henry J. Brosseau, 381
 John Sullivan, 380
 John O'Leary, 380
- Cooks No. 44 (3000)
 C. T. McDonough, 1000
 Jos. Belardi, 1000
 Wm. Kilpatrick, 1000
- Culinary Workers, Bartenders,
 Jt. Exec. Bd. (2)
 Anthony Anselmo, 1
- Dressmakers No. 101 (916)
 Theodore Ingram, 916
- Electrical Wkrs. No. 6 (800)
 William M. Reedy, 267
 Franz E. Glen, 267
 Daniel J. McCarthy, 266
- Elevator Constructors No. 8
 (150)
 Thos. E. Fitzgerald, 150
- Film Exchange Empls.
 No. B-17 (65)
 John Forde, 65
- Fire Fighters No. 798 (1641)
 Robert F. Callahan, 329
 Edwin C. Dunn, 328
 Harvey G. Follett, 328
 James I. King, 328
 William O'Sullivan, 328
- Furniture Wkrs. No. 262 (883)
 Fred Stefan, 442
 Anthony Scardaci, 441
- Garment Cutters No. 45 (61)
 Andy Ahern, 61
- Garment Wkrs. No. 131 (896)
 Emily B. Rosas, 896
- Hospital & Institutional Wkrs.
 No. 250 (800)
 Tom Kelly, 600
- Hotel & Club Serv Wkrs.
 No. 283 (3045)
 Glenn R. Chaplin, 508
 Bertha Metro, 508
 Marie E. Stephens, 508
 Lawrence Allport, 507
 Leo Ware, 507
 Elizabeth Shaw, 507
- Industrial Wkrs. of No. Amer.
 (284)
 Manuel Guel, 142
 George Issel, 142
- Inland Boatmen's Union of
 the Pacific (325)
 Raoul A. Vincilione, 353
 George Toneri, 162
- Laborers No. Calif. Dist.
 Council (2)
 Chas. Robinson, 1
 Jay Johnson, 1
- Ladies Garment Cutters No.
 213 (114)
 Cornellus Wall, 114
- Locomotive Firemen & Engine-
 men Calif. Legis. Board (2)
 William V. Ellis, 1
- Locomotive Firemen &
 Enginemen No. 91 (100)
 M. R. Harrison, 50
 Geo. F. McCarley, 50
- Locomotive Firemen &
 Enginemen Council (2)
 C. R. McGowan, 1
 D. B. McGriff, 1
- Lumber & Sawmill Wkrs.
 State Council (2)
 N. G. Cordil, 1
 Hugh Allen, 1
- Machinists No. 68 (2684)
 Merrill Cooper, 1842
 Stanley Jensen, 1842
- Machinists No. 1327 (2000)
 Francis P. Meagher, 1000
 Chris Amadio, 1000
- Marine Cooks & Stewards
 (5834)
 Ed Turner, 584
 Tom Nugent, 584
 Don L. Rotan, 584
 Frank Bracken, 584
 Frances Bryant, 583
 Joe Goren, 583
 John Robbins, 583
 Charles Watson, 583
 Frank Gill, 583
 John Donatoni, 583
- Marine Firemen (2000)
 Wm. W. Jordan, 667
 Alex Jarrett, 667
 Robert L. Sherrill, 666
- Masters, Mates & Pilots No.
 90 (1100)
 Capt. Robert E. Durkin, 1100
- Miscellaneous Employees
 No. 110 (2407)
 A. T. Gabriel, 482
 William Donovan, 482
 Ernest Carrillo, 481
 James W. Lee, 481
 Roger W. Smith, 481
- M.P. Machine Operators
 No. 162 (162)
 Edward H. Ponn, 81
 Henry Meyer, 81
- Musicians No. 6 (1500)
 Charles H. Kennedy, 500
 William Catalano, Sr., 500
 A. Ray Engel, 500

- Nat'l Broadcast Empls. No. 51 (162)
N. J. Greene, 162
Newspaper Guild No. 52 (1649)
Fred D. Fletcher, 825
Lou G. Webb, 824
Office Empls. No. 3 (600)
Eleanor Clifford, 300
Phyllis Mitchell, 300
Operating Engineers No. 3 (12,002)
Al Clem, 1201
Jerry Dowd, 1201
H. T. Petersen, 1200
Don Kinchloe, 1200
Al Perry, 1200
Ernie Miller, 1200
Forrest Pritchard, 1200
Walter Talbot, 1200
Ernie Nelson, 1200
William Woodyard, 1200
Operating Engineers State Conf. (2)
Al Boardman, 1
Frank Lawrence, 1
Operating Stat'y Engineers No. 39 (1625)
Herbert H. Sims, 407
Earl Petersen, 406
Newell J. Carman, 406
Frank O. Brantley, 406
Paint & Brush Makers No. 1071 (316)
John R. Shoop, 158
Ken Reeves, 158
Painters Bay Counties Dist. Council No. 8 (2)
Harry L. Bigarani, 1
Eddie Coats, 1
Painters No. 19 (1145)
Thomas J. Kirvin, 287
Paul Wells, 286
Dow Wilson, 286
Thomas Begley, 286
Painters No. 1158 (1149)
Gerald C. Downing, 575
Emil Nelson, 574
Pharmacists No. 838 (400)
Homer L. Asselin, 400
Pile Drivers No. 34 (500)
A. J. Melton, 500
Plumbers & Pipe Fitters No. 38 (2500)
Robert Costello, 834
Emmett Duggan, 833
Charles Manning, 833
Printing Specialties & P. C. No. 362 (962)
John Kelly, 481
Clifford Olson, 481
Professional Embalmers No. 9049 (111)
John F. Crowley, 111
R.R. Trainmen Legislative Bd. (2)
G. W. Ballard, 1
Retail Clerks State Council (2)
Larry Vail, 1
Retail Dept. Store Empls. No. 1100 (5106)
Leona Graves, 2553
Pat Kelley, 2553
Retail Fruit & Vegetable Clerks No. 1017 (78)
Henry Savin, 78
Retail Grocery Clerks No. 648 (2100)
J. Maurice Hartshorn, 420
Edward Henning, 420
John J. Hill, 420
Reginald Hutchinson, 420
C. H. Jinkerson, 420
Retail Shoe & Textile Salesmen No. 410 (707)
W. Silverstein, 707
Sailors Union of the Pacific (4889)
Morris Welsberger, 978
Ed Wilson, 978
Jim Dimitratos, 978
Gordon Ellis, 978
George L. Williamson, 977
S. F. Municipal Park Empls. No. 311 (325)
John P. McLaughlin, 325
Scrap Iron, Metal Salvage & Waste Material Wkrs. No. 965 (200)
Gerald J. Trubou, 200
Seafarers, Atlantic & Gulf Dist. (650)
E. B. McAuley, 325
George McCartney, 325
Sign, Scene & Pictorial Painters No. 510 (220)
Harry L. Bigarani, 220
Sheet Metal Wkrs. Tri-State Council of Calif., Ariz. & Nev. (2)
Clyde D. Ringwood, 1
Stanley L. Graydon, 1
Specialty Unions Western Conference (2)
Donald McCaughan, 1
Street, Elec. Rwy. & M.C. Empls. (200)
Thomas W. McGrath, 100
Paul Nathan, 100
Teachers No. 61 (728)
Marshall Axelrod, 243
Earl G. Minkwitz, 243
Daniel J. O'Brien, 242
Theatrical Empls. No. B-18 (450)
Nell Joyce, 450
Theatrical Janitors No. 9 (138)
Ellis Cheney, 138
Theatrical Stage Empls. No. 16 (64)
Frank O'Leary, 64
Theatrical Wardrobe Attendants No. 784 (40)
Wm. P. Sutherland, 40
Typographical No. 21 (1902)
Donald H. Abrams, 381
Raymond W. Stover, 381
Arnold C. Sears, 380
Francis J. Archdeacon, 380
Robert F. Grant, 380
Union Label Section (2)
James C. Symes, 1
Joseph Roberts, 1
Waiters & Dairy Lunchmen No. 30 (3646)
S. J. Williams, 608
Jimmie Anderson, 608
George Greb, 608
Peter Lallas, 608
Joseph Iacono, 607
Joe Piccini, 607
Waitresses No. 48 (4349)
Jackie Walsh, 725
Hazel O'Brien, 725
Frankie Behan, 725
Elizabeth Kelley, 725
Odelia Synder, 725
Joyce McCabe, 724
Watchmakers No. 101 (200)
George F. Allen, 200
Web Pressmen No. 4 (258)
Charles F. Kelly, 129
James J. Zilembo, 129
Wood, Wire & Metal Lathers No. 65 (132)
Rex B. Pritchard, 132
- SAN JOSE**
Barbers No. 252 (170)
Anthony Agrillo, 85
Bldg. & Const. Trades Council (2)
Rober M. Brennan, 1
Butchers No. 506 (2090)
Earl A. Moorhead, 1045
Fred L. Feci, 1045
Carpenters Dist. Council (2)
F. O. Jorgensen, 1
Carpenters & Joiners No. 316 (1361)
Ray F. Wood, 1181
S. E. Welch, 1180
Cement Laborers No. 270 (2782)
Robert H. Medina, 464
John Pierini, 464
Harry F. Whitehouse, 464
William Zalabak, 464
Joe Kenney, 463
James L. Jeffrey, 463
- Central Labor Council (2)
Claude Fernandez, 1
Chemical Wkrs. No. 294 (216)
J. A. Thomas, 216
Electrical Wkrs. No. 332 (200)
George Bosworth, 100
Chas. J. Swiderski Jr., 100
Fire Fighters No. 873 (263)
Raymond Jones, 132
C. Bernardo, 131
Hod Carriers No. 234 (341)
James R. Woodbury, 171
Robert Spottswood, 170
Hotels, Restaurant & Hotel Service Empls. No. 180 (3720)
Louis Bosco, 620
Joe Santamaria, 620
Walter English, 620
Frank Owen, 620
Steve Sponza, 620
Juanita Tomlinson, 620
Lathers No. 144 (125)
William Ward, 125
Lathers, State Council (2)
William Ward, 1
Painters Dist. Council No. 33 (2)
Chas. R. Downey, 1
Painters No. 507 (955)
Sal Lopez, 478
Conrad Paredes, 477
Plumbers No. 333 (325)
John J. Sterbenz, 325
Public Empls. No. 1409 (100)
Euell G. Ruder, 100
Retail Clerks No. 428 (2000)
C. L. Fernandez, 2000
Teachers No. 957 (33)
Granville Easzy, 33
Theatrical Stage Empls. No. 134 (49)
Thomas Edwards, 49
Utility Wkrs. No. 259 (75)
Edward T. Shedlock, 75
- SAN LEANDRO**
Glass Bottle Blowers No. 85 (202)
Frank D. McDonald, 202
- SAN LUIS OBISPO**
Central Labor Council (2)
Margaret McQuillan, 1
- SAN MATEO**
Air Transport Empls. No. 1781 (4212)
Salvatore Menta, 2106
Robert Craig, 2106
Bartenders & Culinary Wkrs. No. 340 (2992)
T. A. Small, 2992
Bldg. & Constr. Trades Council (2)
Sam Abruscato, 1
Henry P. Schwab, 1
Butchers No. 516 (760)
Edwin F. Michelsen, 760
Carpenters & Joiners No. 162 (1046)
Earl Honerlah, 262
Joe Cambiano, 262
Ira Hoover, 261
Dewey Swanson, 261
Central Labor Council, San Mateo County (2)
Ruth M. Bradley, 19
Edwin Michelsen, 18
Const & Gen. Laborers No. 389 (1322)
Chas. Benton, 441
Floyd Elliott, 441
Glen Hopper, 440
Electrical Workers No. 617 (100)
Robert A. Cissna, Jr., 50
H. J. Pease, 50
Laundry Wkrs. No. 143 (150)
Ruth M. Bradley, 150
Machinists No. 1414 (200)
Ralph R. Troesper, 200
Painters & Decorators No. 913 (451)
Kenneth M. Hower, 451

Plumbers & Steamfitters No. 467 (50)
 Sam Abruscato, 25
 Irving Hupp, 25
 Sheet Metal Wkrs. No. 272 (40)
 Rupert D. Morgan, 40

SAN PEDRO

Auto Machinists No. 1484 (461)
 Charles E. Edwards, 461
 Barbers No. 881 (96)
 Premo M. Valle, 96
 Bartenders No. 591 (389)
 Andrew Hemnes, 389
 Carpenters & Joiners No. 1140 (816)
 Gordon A. McCulloch, 272
 Geo. T. Yoder, 272
 Harry V. Dawson, 272
 Hotel, Restaurant, Cafeteria & Motel Empls. No. 512 (1665)
 Mary Olson Moran, 333
 Edna N. Waugh, 333
 Beulas Class, 333
 Bernice Hoagland, 333
 Goldie Price, 333
 Lumber & Sawmill Wkrs. No. 1407 (500)
 Homer Sullivan, 250
 Mack W. Pippin, 250
 Marine & Shipbuilding Wkrs. No. 9 (200)
 Frank Guillen, 100
 William F. Hooe, 100
 Masters, Mates & Pilots No. 18 (72)
 Larry R. Edwards, 72
 National Maritime Unions—Calif. (500)
 James L. McKinley, 500
 Painters & Decorators No. 949 (194)
 O. T. Satre, 97
 Ken Buckley, 97
 Pile Drivers, Bridge, Wharf & Dock Builders No. 2375 (500)
 Bob L. Davis, 500
 Retail Clerks No. 905 (2377)
 Ben N. Scott, 397
 Walter B. Scheppmann, 396
 Herbert O. Blank, 396
 William H. Soady, 396
 James H. Simmons, 396
 Jeannette M. Simmons, 396
 Seine & Line Fishermen's Union (300)
 John Calise, 150
 Nick Pecoraro, 150
 Shipyard Laborers No. 802 (2200)
 L. McLain, 440
 Johnnie Goodin, 440
 Elmer Lowery, 440
 Wm. R. McClain, 440
 E. L. Congo, 440

SAN RAFAEL

Bartenders & Culinary Wkrs No. 126 (1136)
 Elsie Jensen, 1136
 Carpenters No. 35 (1077)
 Jack Watson, 1077
 Central Labor Council (2)
 Jack Watson, 1
 Lathers, Golden Gate District Council (2)
 Rex B. Pritchard, 1
 Plasterers & Cement Masons No. 355 (100)
 Bryan P. Deavers, 100

SANTA ANA

Bldg. & Const. Trades Council of Orange County (2)
 Charles M. Trenta, 1
 Thomas W. Mathew, 1
 Carpenters No. 1815 (2187)
 C. I. Bartholomew, 365
 R. R. Gartner, 365
 G. E. Leatherwood, 365
 James L. Meek, 364
 W. W. Palmer, 364
 Wm. X. Vaughn, 364
 Carpenters Orange Co. Dist. Council (2)
 James G. King, 1
 A. L. Oliver, 1

Central Labor Council (2)
 Peter J. Rimmel, 1
 Morgan E. Whitaker, 1
 Electrical Wkrs. No. 441 (250)
 Richard P. Martin, 125
 Jules A. Bergeron, 125
 Glass Bottle Blowers, No. 81 (243)
 Joseph E. Vanpool, 122
 Ernest Cook, 121
 Hod Carriers No. 652 (3197)
 Ray Mendoza, 533
 David Hernandez, 533
 Louie Rodriguez, 533
 Ysidro Ruvalcava, 533
 Ocie B. Larks, 533
 Edmund Gautier, 532
 Lathers No. 440 (253)
 Ray B. Braden, 253
 Painters No. 686 (907)
 Calmer H. Hanson, 303
 Wm. Seaquist, 302
 Frank Pesenti, 302
 Plasterers & Cement Finishers No. 489 (300)
 Carl A. Gregory, 150
 Clifford W. Banks, 150
 Roofers No. 36-C (138)
 Frank Darby, 138
 Sugar Wkrs. No. 175 (113)
 Eugene Scarbrough, 113

SANTA BARBARA

Bldg. & Const. Trades Council (2)
 W. L. Fillippini, 1
 Central Labor Council (2)
 Warren Underwood, 1
 Al Whorley, 1
 Culinary Alliance & Bartenders No. 498 (2255)
 Al Whorley, 1128
 Zola Benson, 1127
 Meat Cutters No. 556 (525)
 Warren M. Underwood, 263
 Russell E. Jehnke, 262
 Painters Dist. Council No 52 (2)
 Leo A. Williams, 1
 Painters State Conference (2)
 Herbert C. Baker, 1
 Kenneth M. Hower, 1
 Plasterers & Cement Finishers No. 341 (216)
 W. Bill Tuttle, 216
 Sheet Metal Workers No. 273 (226)
 Carl L. Hehnke, 113
 W. L. Fillippini, 113
 Stage Empls. & M.P. Machine Operators No. 442 (40)
 John H. Gotchel, 40

SANTA CLARA

Glass Bottle Blowers No. 262 (330)
 James J. Giacobelli, 165
 Warner P. Basse, 165

SANTA CRUZ

Central Labor Council Northern Santa Cruz Co. (2)
 Thomas Moon, 1
 Construction and General Laborers No. 283 (275)
 Thomas Moon, 275

SANTA MARIA

Central Labor Council (2)
 Walter A. Callahan, 1
 Robert E. Staab, 1
 Culinary Alliance & Bartenders No. 703 (1142)
 William Lacy, 1142

SANTA MONICA

Barbers No. 573 (109)
 E. K. Patrick Birch, 55
 Rosario Alario, 54
 Carpenters & Joiners No. 1400 (931)
 Jim Trankins, 311
 Al Keating, 310
 Steve Lubianetsky, 310

Culinary Wkrs. & Bartenders No. 814 (4177)
 John W. Meritt, 697
 Doris Ray, 696
 Albert Castro, 696
 William F. McMullin, 696
 William Bettencourt, 696
 Norbert Butsch, 696
 Meatcutters No. 587 (800)
 George P. Veix, Sr., 267
 Mario J. Pieri, 267
 Patricia D. Weger, 266
 Retail Clerks No. 1442 (1000)
 O. I. Clampitt, 333
 A. O. Ewing, 333
 E. F. Marshall, 334

SANTA ROSA

Bartenders & Culinary Wkrs. No. 770 (915)
 Loretta Riley, 915
 Butchers Union No. 364 (570)
 Everett A. Matzen, 570
 Central Labor Council of Sonoma County (2)
 Jack McCormick, 1
 Retail Clerks No. 1532 (696)
 George L. Deck, 696

SEAL BEACH

Chemical Workers No. 225 (40)
 John Gernak, 40

SHERMAN OAKS

Hotel, Motel, Restaurant Empls. & Bartenders No. 694 (2348)
 Robert Axelrod, 492
 Everett Ivy, 492
 Fred Klaiber, 491
 Hyman Rappaport, 491
 Ira L. Osborn, 491
 William R. Robertson, 491

SONOMA

State Employees No. 14 (116)
 Richard W. Almon, 58

SOUTH GATE

Auto Wkrs. No. 216 (2789)
 Eugene Robinson, 399
 Edditt Castro, 399
 Louis Ciccone, 399
 James Duncan, 398
 Edward King, 398
 William Barry, 398
 Oscar Thompson, 398
 Rubber Wkrs. No. 100 (1501)
 Edward L. Barnes, 751
 Julian D. Evans, 750
 Utility Wkrs. No. 283 (62)
 Edward T. Shedlock, 62

STOCKTON

Agricultural Wkrs. Organizing Comm. (633)
 Norman Smith, 211
 C. A. Green, 211
 Betty Lunceford, 211
 Auto Wkrs. No. 792 (85)
 Paul G. Prickett, 43
 Wesley A. Hart, 47
 Bldg. & Const. Trades Council (2)
 Jerry G. Arnold, 1
 Central Labor Council of San Joaquin County (2)
 Henry Hansen, 1
 County Employees No. 183 (20)
 Harold Benner, 20
 Electrical Wkrs. No. 591 (100)
 Charles J. Foehn, 100
 Firefighters No. 1229 (164)
 Robert L. Renner, 164
 Hod Carriers & Com. Laborers No. 73 (687)
 Jerry Arnold, 229
 Ed Miller, 229
 Edward Nelson, 229
 Motion Picture Projectionists No. 428 (30)
 I. H. Thompson, 30

Motor Coach Operators No. 276
(62)
Rudy Benincasa, 62
Office Employees No. 26 (40)
Alice Hansen, 40
Papermakers No. 320 (348)
Larry Malmone, 348
Retail Clerks No. 197 (250)
Emmet Hughes, 250

SUNNYVALE

Electrical Wkrs. No. 786 (372)
E. A. Poole, 372

SUSANVILLE

Woodworkers No. 370 (166)
Franklin Olsen, 166

TERMINAL ISLAND

Cannery Wkrs. of the Pacific
(3750)
Andrea Gomez, 625
Juanita Lomell, 625
Henrietta Mata, 625
Frank Rivera, 625
Joe M. Ortega, 625
Antonio Tovar, 625

TOBRANCE

Municipal Empls. No. 117
(175)
Frank Savalin, 88
Steve A. Alvarez, 87

VALLEJO

Bldg. & Const. Trades
Council (2)
James H. Pollard, 1
Butchers & Meat Cutters
No. 532 (690)
Walter A. Quinn, 345
W. L. White, 345
Carpenters & Joiners
No. 180 (792)
William Leshe, 396
W. E. Cullum, 396
Central Labor Council (2)
William Leshe, 1

Hod Carriers & Laborers No.
326 (624)
W. D. Clark, 312
C. W. Moss, 312

Oil, Chemical & Atomic Wkrs.

No. 120 (518)
Wm. A. Berles, 518

Painters No. 376 (215)
Robert Zachary, 215

Plasterers & Cement
Finishers No. 631 (62)
Lowell Nelson, 62

Plumbers No. 343 (80)
Arthur C. Shinn, 40
Arnold Augustin, 40

Retail Clerks No. 373 (1000)
Stanley Lathen, 1000

VAN NUYS

Auto Workers No. 645 (3409)
Harold L. Owens, 3409
Carpenters & Joiners No. 1913
(1944)
Samuel M. Cowan, 972
Joe Riviezzo, 972
Electrical Wkrs. No. 2051 (50)
Richard A. Hughes, 50
Painters No. 1595 (611)
James S. Lee, 611

VENTURA

Bldg. & Const. Trades Council
(2)
Ronald Benner, 1
Central Labor Council (2)
Patrick H. Riley, 1
Hod Carriers & Common
Laborers No. 585 (758)
Raymond H. Mendez, 253
James V. Flores, 253
Henry Dawn, 252
Lathers No. 460 (69)
R. Benner, 69

VERNON

Glass Bottle Blowers No. 224
(149)
Michael Kovacevic, 75
Jewell A. Clemmer, 74

VISALIA

Hod Carriers and Common
Laborers No. 1060 (375)
Lige Meek, 375

VISTA

Carpenters & Joiners No.
2078 (768)
George Watkins, 768

WATSONVILLE

Theatrical Stage Employees
No. 611 (50)
James W. Wilson, 50

WEED

Lumber & Sawmill Wkrs. No.
2907 (1044)
N. H. Blankenship, 522
Lloyd J. Lea, 522

WESTMINSTER

Railroad Trainmen No. 912 (403)
Don H. Sheets, 403

WHITTIER

Calif. Dept. of Youth Empls.
No. 479 (20)
Dan Jackson, 10
Richard C. Hughes, 10

WILMINGTON

Butchers No. 551 (2828)
James D. Bald, 404
James F. Downey, 404
Oliver Holmes, 404
John Keefer, 404
Virgil Koon, 404
Bert Simmonds, 404
Harold Woodard, 404
Chemical Wkrs. No. 40 (395)
Earl C. Burkhardt, 198
E. M. Garcia, 197
Ship Carpenters No. 1335
(275)
I. D. Skinner, 275

WOODLAND

United Sugar Workers Council
of Calif. (2)
Gene Scarbrough, 1

REPORTS OF OFFICERS

REPORT OF THE EXECUTIVE COUNCIL

San Francisco, August 1, 1962.

To the Fourth Convention of the
California Labor Federation, AFL-CIO—
Greetings:

In accordance with its authority to act between conventions, within limits prescribed by the Federation's constitution, the Executive Council met on six occasions since the August, 1960, convention in regular sessions, and on one occasion in special session. The dates and locations of the regular sessions were as follows: San Francisco, December 3-4, 1960; San Francisco, March 4-5, 1961; Coronado, June 29-30, 1961; San Francisco, September 21-22, 1961; Hollywood, January 18-19, 1962; San Francisco, June 15-16, 1962. The special session of the Executive Council was held in San Francisco July 19-20, 1962.

Executive Council Composition

During the interim period since the last convention there have been two resignations from the Executive Council, a death, and election of two replacements, as follows:

At the September 21-22, 1961, meeting in San Francisco, Vice President George O'Brien, District 3C, submitted his resignation because of his appointment by President Kennedy to the office of U. S. Marshal for the Southern District of California. Webb Greene, secretary-treasurer of I.B.E.W. Local 11, Los Angeles, was elected to replace O'Brien as vice president of District 3C at the same meeting.

In January, 1962, the Federation and the AFL-CIO movement in California lost Vice President at Large Robert R. Clark, who died from injuries suffered in a two-car collision in Los Angeles. The vacancy created by the untimely death of Vice President Clark was filled at the San Francisco meeting of the Executive Council June 15-16, 1962. Charles J. Smith, District Director of Region 38, Steel Workers, was elected as Vice President at Large to fill the vacancy.

At the same San Francisco meeting in June, 1962, Vice President at Large Sam B. Eubanks submitted his resignation to accept an appointment as Director of Technical Assistance for the Bureau of Labor-Management Reports of the De-

partment of Labor in Washington, D. C. The resignation was reluctantly accepted, effective upon conclusion of the Executive Council meeting on June 16, 1962.

State Legislative Program

In preparation for the 1961 general session of the California legislature, the Executive Council devoted the major portion of its San Francisco meeting on December 3-4, 1960, to review resolutions adopted by the 1960 convention calling for the introduction of state legislation. This review authority is granted the Executive Council in Section 4 of Article IX of the Federation's constitution, which provides that the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its legislative committee believes desirable and proper at the time the session of the Legislature commences. Accordingly, the Executive Council approved for introduction over 180 separate measures to carry out the convention policy mandates in a legislative program that reflected the most comprehensive and balanced set of proposals ever developed by the AFL-CIO movement for presentation to the Legislature. Approval for the introduction of legislation was withheld only in the case of the following three resolutions adopted by the 1960 convention:

Resolution No. 159, relating to the coverage of normal body uses under workmen's compensation:

On the basis of the opinion of the Federation's General Counsel and a corroborating letter received from the Industrial Accident Commission indicating that the purpose of the resolution was being achieved through administrative action, it was decided that the introduction of legislation was not necessary.

Resolution No. 237, relating to the introduction of legislation to prohibit private employment agencies from sending or referring applicants to places of employment covered by union shop agreements:

In the discussion of this resolution, it was recognized that any implementing legislation drafted and introduced could easily be amended adversely into a modified "right to work" law. Accordingly, recognizing this danger, the Executive

Council decided to alert the sponsors of the resolution to this possibility, and to invite them to appear before the Council if they so desired. In the absence of any response by the sponsors to this invitation, and because of above danger, the introduction of legislation was withheld.

Resolution No. 241, calling for legislative clarification of the state's unemployment insurance law to allow the Department of Employment the right to grant benefits to claimants who happen to be unavailable for work due to compelling reasons:

Following discussion, it was noted that legislation to carry out the substance of this resolution had been drafted for introduction pursuant to Resolution No. 108, and that the subject matter was more appropriately covered by this proposed legislation. Accordingly, the introduction of specific legislation to implement Resolution No. 241 was withheld.

In the case of each of the above resolutions where the introduction of legislation was withheld, the sponsors of the resolutions were notified of the Executive Council's action in accordance with the constitutional requirement.

The convention mandate in the case of three resolutions sponsored by the State Building and Construction Trades Council of California was unclear as to whether or not it was intended that the Federation should seek the introduction of implementing legislation. These were:

Resolution No. 184, prohibiting work for more than five hours without a meal period; **Resolution No. 194**, requiring the application of prevailing rates to all work performed on public property, whether for the state, its public subdivisions, or for a private owner; and **Resolution No. 202**, requiring that work done by a publicly-owned public utility be included in the provisions of the Labor Code relating to public works.

The Executive Council directed the Secretary-Treasurer to determine by consultation with the State Building and Construction Trades Council whether they intended to seek the introduction of the implementing legislation or whether it was their intent for the Federation to do so. Upon being informed that it was intended for the Federation to seek introduction, implementing legislation was approved for each of the three resolutions for introduction at the 1961 general session.

In a number of other instances, the Executive Council augmented the legislative program mandated by the 1960 con-

vention by approving the introduction of specific legislation of merit recommended by a number of affiliates. These included:

Legislation, recommended by the Contra Costa Central Labor Council, to regulate non-profit hospital service plans, patterned after legislation introduced unsuccessfully by the Federation at the 1959 general session.

Legislation, recommended by the Western Federation of Butchers of California, to repeal a 1957 amendment to the state's net weights and measures law which gave the Department of Agriculture authority to promulgate regulations allowing deficiency tolerances below stated net weights for packaged and processed foods.

Legislation which would specifically approve prepaid group legal practices and remove any implied authority of the State Bar to declare such practices unethical and grounds for disbarment. This legislation was approved for introduction in connection with the action taken by the Executive Council in opposition to a proposed Rule 20 before the State Bar designed to prohibit group legal practices as discussed below.

A concurrent resolution of the legislature calling upon the frauds section of the State Attorney General's office to study the advisability of establishing standards for paint used in construction work, for the protection of consumers, as recommended by the State Conference of Painters.

Legislation to enforce contractual obligations of employers to contribute to apprenticeship training funds, as recommended by the District Council of Carpenters in Los Angeles.

Finally, in connection with the 1961 general session of the legislature, it should be noted also that the introduction of legislation was approved in connection with the disposition of resolution No. 268. This resolution from the 1960 convention called for enactment of legislation to standardize weld tests under specific conditions. The committee report, adopted by the convention, stated that proponents and opponents of the resolution appeared before the Resolutions Committee, and that it was agreed that one controversial "whereas" clause, namely the last "whereas" clause, should be deleted. The convention, however, referred the subject matter of the entire resolution to the Executive Council for further consideration and possible action.

In the consideration of this matter, at meetings in San Francisco on December

3-4, 1960, and March 4-5, 1961, the Executive Council conferred with all interested organizations who were invited to appear before the Council to present their viewpoints. The decision on ultimate disposition was made after lengthy discussion and further consultation with the sponsors of the resolution. The controversial "whereas" clause was deleted, and the Secretary-Treasurer was accordingly instructed to secure the introduction of appropriate legislation for the standardization welding tests, which met with the approval of all the interested parties appearing before the Executive Council.

Throughout the 1961 general session of the legislature, which ran from January to the middle of June, the Secretary-Treasurer maintained close contact with the Executive Council's Committee on Legislation regarding the Federation's program. The Committee's advice and counsel was secured on various occasions in connection with policy decisions to be made in several stages of the legislative process. The Executive Council itself received a full report from the Secretary-Treasurer on the progress of the 1961 session at the March meeting in San Francisco, and a preliminary report on the achievements of the session at the Coronado meeting in June. Throughout the session, also, affiliates were kept fully advised of legislative developments through the Federation's Weekly News Letter. The ultimate disposition of the entire legislative program approved by the Executive Council has been reported in full to affiliates in the printed "Sacramento Story — 1961," which was printed and distributed by the Secretary-Treasurer in November, 1961.

Referred Resolutions

A number of the resolutions considered by the 1960 Federation 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. 3 — Compulsory Time Clocks.

This resolution called for the introduction of state legislation requiring employers of five or more to install time clocks and provide time cards, both having the approval of the State Department of Industrial Relations.

Following discussion of the appropriateness of making time clocks compulsory by legislation, the Executive Council de-

cidated that the subject matter should be filed.

Resolution No. 64 — Opposed Dirksen S. 3548.

The resolution called for action to stop the Dirksen bill which was designed to destroy nationwide and industrywide bargaining in the railroad industry. In referring the subject matter to the Executive Council, the convention committee concurred 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 the legislation, recommended that the subject be referred for study and action in order that the specific legislation in question may be more adequately reviewed.

The Executive Council noted that the bill referred to in the resolution died with the 86th Congress, and that with regard to the current Congress, the state AFL-CIO office was in close contact with the national AFL-CIO in opposition to any restrictive legislation on organized labor. Accordingly, the subject matter was filed.

Resolution No. 77 — Liberalization of aid to needy children.

This resolution recommended the establishment of a new program, at the national level under the Social Security act, regarding aid to needy children. It proposed 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 if he cannot earn sufficient money to meet his family's minimum basic needs, as defined in the ANC program.

The Executive Council referred the subject matter of this resolution to its Standing Committee on Community Services, which in turn noted that since national legislation was involved pertaining to the Social Security Act, it would be better to continue to work with the national office and leave the determination of priority on liberalization of Social Security to the national AFL-CIO. The Executive Council adopted the Committee's recommendation.

Resolutions Nos. 85 and 86—Radiation Exposure and Industrial Safety.

These resolutions, which advanced specific suggestions for the training of personnel in radiation safety, and proposed legislation to protect workers from radiation exposure, were referred to the Executive Council because of the complexity of the problem, and the necessity of ex-

tensive research to fully implement their purpose. Accordingly, the subject matter of these resolutions was referred to the Executive Council's standing Committee on Occupational Health and Safety, which, in cooperation with the Secretary-Treasurer, has fully explored various aspects of the problem with the Division of Industrial Safety, the affiliates directly affected by radiation safety problems, and the Department of Public Health.

It is to be noted in connection with these resolutions that substantial legislative improvements were won at the 1961 general session, as reported by the Secretary-Treasurer in the "Sacramento Story" under the subject of "Industrial Safety." Insofar as workmen's compensation is concerned, the state program covers all injuries and diseases resulting from industrial exposure to radiation in industry. Improvements enacted by the 1961 session include: legislation establishing procedures to coordinate existing and proposed rules or regulations of state departments and agencies in regard to atomic energy development and radiation protection; a bill revising and expanding provisions regulating the disposal of radioactive waste; legislation pertaining to the transportation of radioactive materials, establishing rule-making jurisdiction within the state Department of Public Health, requiring enforcement by traffic officers, by authorized representatives of the Department, the Division of Industrial Safety, and City and County Health Departments; and a new state radiation control law which provides for regulation, licensing, registration and inspection of radiation sources by the State Department of Public Health. This latter measure, considered the most important enactment of the session in the radiation safety field, requires the Department of Public Health to enact rules and regulations to carry out the purpose of the law, including the adoption of scheduled fees to be paid by users for the financing of inspections. It also authorizes inspection of public or private property to determine compliance with Department rules and regulations, and provides for maintenance of prescribed records by radiation users. In addition, this new legislation authorizes the Governor to enter into agreements with the federal government providing for discontinuance of certain federal responsibilities with respect to radiation, and assumption thereof by the state. Specifically, it is made unlawful for any person to use, manufacture, produce, transport, transfer, receive, acquire, own, or possess any source

of radiation unless licensed by or registered with the Department of Public Health.

Under the guidance of the Executive Council and its Occupational Health and Safety Committee, the Federation worked closely with active affiliated organizations concerning the development and promulgation of regulations by the Department of Public Health to implement the state radiation control law. The Executive Council is satisfied that the Department's regulations, promulgated earlier this year, will substantially enhance the protection for workers and the general public. These regulations and the various laws governing atomic energy development and radiation protection have been published by the Department of Public Health in booklet form and are available through the Berkeley offices of the Department.

The Executive Council is fully aware of the fact, however, that much needs to be done in the field of radiation safety. Perhaps the major need at this time is for better trained and qualified personnel in the Division of Industrial Safety and other state agencies for the enforcement of radiation laws and standards currently applicable for the protection of workers. The Division of Industrial Safety is woefully under-staffed to inspect radiation users. Further, there is also the pressing problem of training labor personnel to become expert in radiation problems. Within the state office of atomic energy development and radiation protection, there is also a pressing need for technical staff, which was denied at the 1961 session of the legislature. All of these problems are receiving the careful attention of the Executive Council's Committee on Occupational Health and Safety.

Resolutions Nos. 144 and 251—Jurisdictional Raids by Certain So-Called Independent Unions.

These resolutions, together, called upon the Federation to mobilize AFL-CIO unions throughout the state in an "all-out" concerted program to combat jurisdictional raids by so-called independent unions such as the U.E., District 50 of the UMW, and the ILWU. While expressing agreement with the intent of the resolutions, but at the same time recognizing the nature of the coordinated effort needed to effectively combat such raiding, the Executive Council referred the subject matter of these resolutions to the Secretary-Treasurer for implementation.

In this connection, the Executive Council has approved activities of the Secre-

tary-Treasurer directed at compiling information on raiding activities, and coordinating its distribution to affiliated organizations so that they may be fully alerted to the raiding tactics being utilized. (Specific action by the Executive Council in regard to raiding by the International Longshoremen's and Warehousemen's Union is covered below.)

Resolution No. 169 — Youth's Useful Projects. (YUP).

This resolution called for a detailed program for the establishment of Youth's Useful Projects throughout the state by both legislative and trade union action. Upon recommendation of the Executive Council's Standing Committee on Community Services, to which the subject matter of the resolution was referred, it was decided that the scope of the project extended far beyond the resources of the Federation, and that the Federation should continue its present active support at both the state and national level of various legislative and administrative programs designed to improve employment opportunities for youth, consistent with the maintenance of protections against exploitation and of fair labor standards.

Resolution No. 180—Salaries of Deputy Labor Commissioners.

The resolution called for active support by the Federation of a minimum salary increase of \$230 a month for deputy labor commissioners. In discussing the matter, it was recognized that the resolution raised a serious question as to whether a single group, such as deputy labor commissioners in the Department of Industrial Relations, should be singled out for action while we ignored other wage inequities existing within the Department in other divisions. Therefore, in accordance with past practices, it was decided that the Federation should continue to press for adjustments before the state Personnel Board that would take into consideration the inequities existing in all of the various positions in the Department which are important to organized labor and affect the administration of the state's labor laws.

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

This resolution proposed increasing the number of vice presidents in District No. 8 (San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey Counties) from one to two.

The basis for referral of the subject matter of this resolution to the Execu-

tive Council was in accordance with the committee report adopted at the 1960 convention, which read as follows:

"Your committee in making its recommendations 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 study and recommendation on proper distribution of geographical vice presidents to be reported to the next convention, and that this resolution be filed."

In the consideration of this matter, the Executive Council discussed at length the complexity of the representation problem at its San Francisco meeting December 3-4, 1960, and decided at that time that it would be desirable to engage a person to analyze the problem as an impartial outsider and make recommendations to the Council. This action was taken with the understanding that such a study would include all district vice president offices and vice presidents at large, and, further, that any recommendations submitted by the outside person retained would be to the Executive Council only, for consideration in developing its own recommendations to the 1962 convention.

Proceeding in this manner, after having had the benefit of impartial study, the Council called a special meeting in San Francisco on July 19-20, 1962, to develop its report and recommendations to the convention, which is as follows:

In arriving at a decision on this matter, the Executive Council gave careful consideration to these factors: The present distribution of the per capita membership and affiliated locals in the Federation; the areas covered by the various vice presidential districts, both with regard to geography and membership in the respective areas; the growth aspects of membership; and the various problems which present themselves in servicing affiliates, as well as factors which relate to maintenance of the affiliation strength of the Federation

as a state central labor body, chartered by the AFL-CIO, whose membership affiliation is voluntary in character and dependent upon recognition within the movement of the valuable functions it performs in the state.

It is apparent that, in view of all these factors to be considered, there can be no single criteria governing the distribution of districts. For example, a district may have a proportionately smaller number of members per vice president than another district, but the geography of the district and considerations relating to its metropolitan or rural character may warrant equal representation on the Council. Also, a district where the representation ratio is lower than another might present problems in maintaining labor's strength that warrant equal consideration in the composition of the Executive Council, and vice versa. Further, the potential for organization and growth of membership may override altogether considerations of geography and proportional representation.

Within this framework of analysis of the problem, the Executive Council finds that the present membership distribution of vice presidential districts around a theoretically proportional figure of 4.2 for each of the 24 geographical districts is not unreasonable. In fact, it is thoroughly defensible when it is recognized that there are also nine at large vice presidential offices.

The Executive Council is also fully cognizant of the terms of the merger agreement in 1958, which established the present general framework for representation on the Executive Council. While the merger agreement was by no means made binding on future conventions, the solution agreed to at that time is believed by the Executive Council to have worked out very well. Therefore, rather than suggesting any change at this time, the Executive Council is of the opinion that the subject matter of representation should be reviewed periodically by the Council in the context of the factors for consideration enumerated above, and that recommendations for changes, if any, should be submitted to the conventions of the Federation as deemed necessary. Accordingly, it is the recommendation of the Executive Council to the Fourth Convention that the numerical composition and the distribution of vice presidential offices remain as presently provided for in the constitution of the California Labor Federation, AFL-CIO. In addition to the nine at large vice presidents, the Constitution provides for

24 geographical vice presidents allocated as follows:

District No. 1 (San Diego and Imperial counties), one Vice President.

District No. 2 (City of Long Beach and Orange County), one Vice President.

District No. 3 (Los Angeles City proper, Hollywood, North Hollywood, Burbank, San Fernando, Glendale, Pasadena, Pomona, Whittier, and San Bernardino and Riverside Counties), six Vice Presidents.

District No. 4 (San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica), one Vice President.

District No. 5 (Ventura, Santa Barbara and San Luis Obispo counties), one Vice President.

District No. 6 (Kern, Tulare, Kings, Fresno, Madera, Inyo and Mono counties), one Vice President.

District No. 7 (San Joaquin, Stanislaus, Merced, Mariposa, Tuolumne, Calaveras and Alpine counties), one Vice President.

District No. 8 (San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey counties), one Vice President.

District No. 9 (San Francisco), four Vice Presidents.

District No. 10 (Alameda County), two Vice Presidents.

District No. 11 (Contra Costa County), one Vice President.

District No. 12 (Marin, Sonoma, Napa and Solano counties), one Vice President.

District No. 13 (Sacramento, Yolo, Colusa, Glenn, Butte, Sutter, Yuba, Nevada, Placer, El Dorado and Amador counties), one Vice President.

District No. 14 (Humboldt, Del Norte, Mendocino and Lake counties), one Vice President.

District No. 15 (Siskiyou, Modoc, Lassen, Plumas, Shasta, Tehama, Trinity and Sierra counties), one Vice President.

Resolution No. 254 — AGVA Program to Combat Juvenile Delinquency.

This resolution adopted by the 1960 convention endorsed the AGVA juvenile delinquency program and instructed Federation officers to appoint a committee to investigate the feasibility and advantages of sponsoring this activity on behalf of the Federation.

Inasmuch as the activity relates to

the functioning of organized labor in the field of community services, the Executive Council referred the subject matter to its standing Committee on Community Services with instructions to investigate the feasibility and advantages of sponsoring this activity. Accordingly, in consultation with AGVA representatives, the Committee explored all aspects of the program, and, with the approval of the Executive Council, concluded that it would be most feasible for the Federation to support programs in the state which AGVA developed at the local level in cooperation with central labor bodies. AGVA officials were advised accordingly of the Federation's desire to extend full cooperation by proceeding in this manner.

Resolution No. 225 — Education of High School Students.

This resolution commended the officers of the Federation for conducting its annual scholarship program, and further called upon the Executive Council to study the possibility of conducting summer schools in cooperation with local councils and unions for high school students, based on the scholarship examinations, for the purpose of giving young people a more complete and rounded understanding of the labor movement.

The proposal contained in the resolution was referred by the Executive Council to its standing Committee on Education, which, in the interim period since the last convention, has been exploring the feasibility of the suggestion. Although the committee was fully in accord with the purpose of conducting such summer schools, it has been unable thus far to work out practical problems and assure reasonable attendance to make the project worthwhile. The major factor to be considered is that the scholarship examination is given during the closing month of the school semester. Participating students are graduating seniors, so that it would be necessary to conduct the summer schools for students between their junior and senior years. This obviously complicates the attendance problem and casts serious doubt on the feasibility of the entire project. The Education Committee is continuing to explore alternative approaches and has developed new techniques of keeping central labor bodies and local unions informed of participation in the scholarship program during the school year in which it is being conducted. It is to be noted that each year, with the cooperation of local

organizations, the number of participating students has increased substantially.

Resolution No. 265 — Establish a Public Relations Program on Television.

This resolution called upon the Federation to sponsor a television program for the purpose of creating better public relations, and informing the general public of benefits which organized labor has brought them as well as union members. Upon referral to the Executive Council, the convention noted that study of the subject matter was in progress under previous resolutions, and that such studies should be concluded for appropriate disposition of the proposal.

Based on the findings of the Secretary-Treasurer, it was decided by the Executive Council that the cost of utilizing TV as a medium for public relations extended beyond the financial capacity of the Federation. It is to be noted that, in coming to this conclusion, the Executive Council considered financing through voluntary subscriptions as well as through general revenues of the Federation and special assessments. Apart from the problem of financing, it should be noted also that the Federation is now doing everything possible to reach the general public through various public appearances, the News Letter, and press releases issued regularly to the mass media concerning the various activities of the labor movement, and it will continue to do so. The Executive Council is also of the opinion that the California movement could do a much better job in the promotion of listening and viewing audiences for the various radio and television programs sponsored nationally by the AFL-CIO and carried in California. Throughout the interim period since the last convention, the Federation has worked closely with the national office and local councils to accomplish this purpose.

Standing Committees

As indicated above, the Executive Council during the past two years has been assisted in its work by its Standing Committees composed of the following Executive Council members:

Legislation

Manuel Dias, Chairman
 W. R. Bassett
 M. R. Callahan
 Arthur Dougherty
 Lowell Nelson
 Herbert Wilson

Education

Thomas A. Small, Chairman
 G. J. Conway
 (Replaced former General V.P.
 John Despol in Dec., 1960)
 Wilbur Fillippini
 Harry Hansen
 Edward Shedlock
 Pat Somerset

Community Services

(Chairmanship vacant as of June 16,
 1962, by resignation of Sam Eu-
 banks from the Council)
 Newell Carman
 H. D. Lackey
 Emmett O'Malley
 Howard Reed
 Morris Weisberger

Safety and Occupational Health

Robert Ash, Chairman
 Hugh Allen
 (Replaced former V.P. Robert Gie-
 sick in Dec., 1960)
 Webb Green
 (Replaced former V.P. George
 O'Brien in July, 1962)
 Paul Jones
 E. A. King
 DeWitt Stone

Civil Rights

Max Osslo, Chairman
 Harry Finks
 Robert O'Hare
 Jerome Posner
 William Sidell
 Charles J. Smith
 (Replaced the late V.P. Robert
 Clark in June, 1962)

Housing

Joseph Christian, Chairman
 Chris Amadio
 C. Al Green
 Emmett O'Malley
 Charles J. Smith
 (Replaced the late V.P. Robert
 Clark in June, 1962)
 James Smith

Union Labels, Shop Cards and Buttons

Jerome Posner, Chairman
 W. J. Bassett
 Wilbur Fillippini
 Harry Finks
 H. D. Lackey

Committee on Community Services**California Health & Welfare
 Association**

The Community Services Committee
 has continued its working relationship
 with the California Association for

Health and Welfare, participating in the
 two annual conferences sponsored by the
 Association since the last convention.
 Through the committee's relationship
 with the Association, it has been possible
 to secure labor representation on various
 conference panels, thereby enabling la-
 bor's total involvement in the field of
 health and welfare at the community
 level to be brought to the attention of
 the many social workers from throughout
 the state who participate in these con-
 ferences. The Community Services Com-
 mittee is convinced that this is the most
 effective type of public relations that can
 be carried on by the labor movement at
 a minimal expense.

At both of the above-mentioned con-
 ferences, the Federation also entered ex-
 hibits to distribute labor materials to the
 conference participants. The film "Our
 Community, U.S.A.," purchased by the
 Federation during the past year upon
 recommendation of the Community Ser-
 vices Committee, was also shown to the
 Association at its last conference in
 Berkeley during the month of April. The
 film is an excellent dramatization of la-
 bor's involvement in community services
 functions at the local level, depicting
 what can be done when unions are
 brought together through central labor
 bodies in community activities. In this
 connection, it should be noted further
 that the film is available through the
 Federation for showing to both labor
 and non-labor groups.

**State Council on Crime
 and Delinquency**

In June of 1961 an invitation was re-
 ceived from the National Council on
 Crime and Delinquency for the Federa-
 tion to designate a representative to
 serve on a state steering committee for
 the purpose of establishing a similar
 council on crime and delinquency on the
 state level in California. Upon recom-
 mendation of the Community Services
 Committee, the Executive Council author-
 ized the President to appoint two repre-
 sentatives to participate on the steering
 committee — one from the North and
 one from the South, each with an alter-
 nate to assure that when a statewide
 council is formed at least one of the two
 appointed people will be able to meet
 with the group. Vice Presidents presently
 serving in this capacity are as follows:
 for the South, Vice Presidents O'Malley
 and Callahan (alternate); for the North,
 Vice Presidents Carman and Weisberger
 (alternate).

Federal Surplus Foods Distribution

In the face of heavy unemployment during the height of the recession in 1961, the federal government increased the number of surplus foods available for distribution locally through both public and private welfare agencies. In cooperation with the national office of the AFL-CIO, through community services representative Berkeley F. Watterson, the Federation undertook a broad educational program to advise local labor movements of the expanded program and to encourage broadest participation for the benefit of destitute unemployed workers as well as other welfare recipients. The Community Services Committee directed the preparation of detailed information on the surplus food program and the procedures to be followed by local groups in obtaining the food for distribution. With the approval of the Executive Council, this information was distributed by the Secretary-Treasurer to all central labor bodies in the state, urging that they "press for broader utilization of the federal surplus foods distribution program to aid families on public assistance and those carrying the brunt of long-term unemployment."

Central labor bodies were advised that the surplus foods program had been liberalized to the point where it should be much more attractive to counties. It was pointed out that some 25 California counties (as of August 8, 1961—the date of communication to central labor bodies) were participating in the surplus foods distribution program, but that the counties containing the great bulk of the state's population in principal metropolitan areas remained outside the program.

In urging the local movement to give serious consideration to initiating use of the surplus foods in counties where the program was not in operation, the Federation called attention to a policy position taken by the AFL-CIO Executive Council as follows:

"We recognize that the trade union movement has a responsibility to the unemployed non-dues-paying member and to the employed dues-paying member. To discharge this responsibility, the local community services committee must develop . . . a comprehensive program of effective service so that no unemployed member or his family will go without food, clothing, shelter and medical care."

An outline of the program's benefits and procedures sent to central labor bodies listed eleven food items available for distribution. It was noted that al-

though these foods were being made available to counties free of charge by the federal government, "the principal obstacle to participation on the part of counties has been the requirement that they provide the necessary distribution facilities and personnel."

As a means of offsetting possible local opposition, labor bodies were urged to work with other community and civic organizations to help initiate efforts to establish the program in their counties.

The main guidelines established for the program's operation in California were listed as follows:

1. Eligibility may be extended by welfare departments to recipients of public or private assistance programs and to other needy persons such as the unemployed and part-time employed.

2. Private welfare agencies' resources can also be utilized to distribute these commodities.

3. Counties are assessed handling and service charges for delivery of commodities at the maximum rate of \$1.00 per case and 75 cents per 50-lb. sack of grain products.

4. Distribution may take place no more frequently than twice a month.

5. Monthly income governing eligibility for low-income families not on public assistance ranges from \$115 for a single person to \$371 for a family of ten.

6. Agencies accepting commodities for needy persons are not permitted to reduce their present assistance standards as a result.

7. Safeguards are provided to prevent discriminatory administration of the program or its use for political purposes.

Subsequent to the above distribution of information concerning the surplus foods program, the Federation has extended full cooperation to local councils which have taken steps to promote greater utilization.

Point Reyes Seashore Park

Earlier this year, on the initiative of the Community Services Committee, the Executive Council adopted a resolution in support of the creation of the Point Reyes Seashore Park in Marin County, as follows:

Whereas, The increase in leisure time and in living standards has resulted in a dramatic upsurge in recreational pursuits as reflected by the fact that the average family now travels 5,000 miles annually seeking recreational activity; and

Whereas, The entire West Coast is in a very rapid state of growth, both in terms of population and industry; and

Whereas, The San Francisco Bay Area, a noted center for recreational and cultural pursuits, will have another 1.5 million people added to its immediate six-county population by 1975 and will experience a fourfold population growth for its nine-county area during the next sixty years, according to the U.S. Army Corps of Engineers; and

Whereas, There is available within this area, at a distance of some 35 miles from San Francisco, an obtainable and accessible area as yet undeveloped by industry or housing; and

Whereas, H.R. 2775 and S. 476, as the latter was amended before approval by the Senate, provide for the maintenance in private ownership of the established industries and ranchlands of this area in their present form of utilization, thereby insuring the tax bases of the local school districts and the county concerned; and

Whereas, The proposed area contains some twelve miles of beaches, eight fresh water lakes, sand dunes, mud flats noted for their clam and oyster beds, and numerous sites for fishing, and

Whereas, This area also abounds in wild life inhabiting its virgin forest lands, open grass land ranges, sand dunes and beaches, thus providing a wide range of scenic and recreational opportunities; therefore be it

Resolved, That the California Labor Federation, AFL-CIO wholeheartedly supports and encourages the establishment of the Point Reyes National Seashore Recreation Area; and be it further

Resolved, That a copy of this resolution be forwarded to each California member of the House of Representatives and to Chairman J. T. Rutherford of the House Subcommittee on National Parks.

The entire California delegation in Congress was sent a copy of the resolution, and was urged to actively work for its passage. At the time of this report, action is pending on the floor of the House of Representatives with the Senate already having passed the authorizing measure.

Lake Tahoe Highway

The Executive Council went on record in January this year in opposition to a year-round highway in the Lake Tahoe area which would bridge Emerald Bay, and supported a high level road as an alternative. In accordance with this ac-

tion, the Federation's position was forcefully called to the attention of both the California Highway and the California State Park Commission in a communication from the Secretary-Treasurer which read as follows:

January 24, 1962

Mr. Joseph C. Houghteling, Chairman
California State Park Commission
California Division of Beaches and Parks
Sacramento, California

Dear Sir:

The highway problem at Emerald Bay is a problem in which every California citizen has a vital interest. Consequently, we believe that the views of our organization should be made known. The entire state, including our 1.4 million members and their families, is directly interested in D. L. Bliss and Emerald Bay State Parks. Apart from this, the natural beauty of the Emerald Bay area at Lake Tahoe has an importance to the whole nation.

We understand that there is a recognized need for an all-year highway at Emerald Bay on the west side of Lake Tahoe and that your Commissions must make a decision to establish an appropriate route. The choice is between a completely new highway which would go right through the two State Parks and bridge the mouth of Emerald Bay, and a realignment of the existing highway around Emerald Bay with improvements to make it suitable for all-year use. We understand that the State Highway Engineers have found that, from the engineering standpoint, either of these routes is feasible and can be constructed and maintained to provide an adequate all-year highway. We strongly urge the selection of the upper route around Emerald Bay for the following reasons:

1. The damage which the lower route would cause to the natural beauty of Emerald Bay and the adjoining Tahoe shoreline would be devastating and irreparable. We refer to the bridge across the mouth of the Bay, the fill or causeway along Emerald Point north of the Bay, and to the highway cuts which would be required along the steep banks of the Tahoe shoreline, both north and south of the Bay. The ultimate addition of two more lanes via a second bridge would greatly aggravate the problem. This is the most beautiful area of Lake Tahoe and one of the few places where the beauty remains unspoiled. It is important for everyone of us to see that it is kept that way.

2. It is equally important for every one of us that Bliss Park and Emerald Bay Park, two of the most popular parks in our whole State Park system, be preserved. The low-level route would chop them in two, ruin a good portion of their natural areas, and wipe out camp sites, both present and projected. These parks were in part acquired through private donation, both of funds and property. Any unnecessary use for highway purposes would, in a sense, be a violation of the trust under which these contributions were accepted. Much has been said about the importance of enlarging our State Park system to be sure that natural recreational areas will be preserved for future generations, and we all recognize that this is important. It is even more important to keep what we already have.

These park values and natural scenic and recreational values should not be sacrificed if there is any reasonable alternative. The upper route, we understand, is a perfectly adequate and feasible alternative. It would be somewhat longer and possibly somewhat more expensive, but these should not be the controlling factors at Emerald Bay. The large majority of the highway users at Emerald Bay do not go there for the purpose of saving a few minutes of travel time; and in terms of real cost to the State in the natural scenic values, recreational values and park property values which would be sacrificed, the lower route would be by far the more expensive.

Very truly yours,
Thos. L. Pitts
Secretary-Treasurer

Other Activities

On various occasions the Chairman of the Community Services Committee met with labor field representatives active in community service functions to stimulate greater coordination and cooperation within the movement. As an example, when the AFL-CIO Community Services staff representative Berkeley F. Watterson was in California for several days during April 1961, such meetings were arranged in Los Angeles, San Diego, San Francisco Bay Area, and Sacramento. In this connection, a meeting was also arranged with the state Director of Employment and other state officials to establish better liaison between labor community service representatives and government agencies functioning in the same sphere of activities.

It should be noted finally that the Community Services Committee played an ac-

tive role in preparations for the biennial conference of the United Community Funds and Councils of America which was held in San Francisco March 12-16, 1962. Every effort was made to assure broad labor participation and representation in this nationwide meeting. Secretary-Treasurer Thos. L. Pitts outlined labor's goals in community fund activities in a major address before the conference on behalf of AFL-CIO President George Meany, who was unable to keep an engagement to speak at the conference. In his address, the Secretary-Treasurer noted that union people have been participating in coordinated fund-raising efforts for many years, and that labor's community service departments are in the process of determining how to achieve a maximum effectiveness. He expressed the view that merely raising funds for additional facilities and staffing would not solve the social problems making such efforts necessary. The Federation's Secretary-Treasurer cited the need for year-round planning of fund-raising activities and the potential effectiveness of year-round coordinated programs directed against the causes of social disturbance. As an answer to public apathy, he recommended convincing people that the cost of not caring is high, and that "the only meaningful response to human suffering is human compassion in service that seeks to eliminate the sources of human distress, not merely relieve it." To achieve this, he recommended "strengthening, supporting and developing community welfare councils and service agencies for which the funds are raised." The verdict, it was pointed out, will be expressed "not with ballots but with contributions."

Education Committee

Labor Education Conferences

Under the guidance of the Education Committee, the Federation has continued to sponsor timely labor education conferences in subject areas of vital interest to the labor movement. A statewide, four-day conference on "American Labor and Economic Growth" was held at the Hilton Inn, San Francisco, December 5-8, 1960. Announcement of the conference was made immediately following the Presidential election as the nation was sliding rapidly into a major recession from which we have still not recovered. America's lagging rate of economic growth, coupled with ever-rising levels of hard core unemployment and the threat of another severe recession, had been brought home to the people in the presidential campaign of

John F. Kennedy. Both labor's and the public's heightened concern about the nation's lagging growth rate clearly suggested that the conference should be timed to take place in the interim period between the election of the new President, his inauguration and Congress's taking office. As was pointed out in the conference announcement, the topic for study was selected to give a better understanding of economic growth problems, not only as they relate to full employment, but also to achieving the social and economic goals of America and the labor movement. Top flight economists and other experts from inside and outside the labor movement, were secured to lead the discussion sessions. Visual aids were developed and employed to help grasp the significance of economic information assembled for the four-day conference.

Also on recommendation of the Education Committee, Executive Council approval was given to the scheduling of two weekend labor education conferences during the month of November, 1961, on the subject of "Job Displacement, Retraining and Skill Development in an Automated Age." Identical sessions were scheduled at the Del Webb Townehouse, San Francisco, November 10-12, and at the Statler Hilton Hotel, Los Angeles, November 17-19. In advancing these conferences, the Education Committee proposed holding the conferences in two locations in order to minimize travel expenses for local organizations and to encourage the widest possible attendance. The Committee also noted, insofar as timing was concerned, that the 1961 session of the California Legislature had enacted new laws to promote job training and retraining programs, and that passage of the Kennedy Manpower Development and Training bill by Congress was imminent. Within this context, the conferences were advanced and planned to place emphasis on the development of practical, useable information so that local leaders would be in a better position to cope with job displacement, retraining and skill development problems threatening the security of union members and the well-being of workers generally.

It is to be noted that these Federation conferences not only contributed substantially to the education of union leaders on the pressing problems of manpower development, but also figured significantly in alerting the state as a whole to the necessity of developing a planned approach to skill development problems. The recent creation of a state automation

committee by Governor Edmund G. Brown, for the primary purpose of guiding the projection of skill needs in a meaningful manner in each of the state's labor market areas, so that effective training and retraining programs may be developed, was first advanced at the Federation-sponsored conferences. (The above-mentioned labor education conferences on economic growth and job training are reviewed in greater detail by the Secretary-Treasurer in his report in the section covering the Federation's activities to restore full employment.)

Working Women's Problems

During the past two years, the Federation has joined with other groups, public and private, in co-sponsoring a number of conferences within the scope and function of the Executive Council's Education Committee. A noteworthy example was the conference on Working Women's Problems, sponsored by the Women's Bureau of the U. S. Department of Labor in cooperation with the Federation, key state agencies, and other interested groups, and held in Los Angeles September 8-9, 1961. Informational brochures and invitations to participate in the conference were mailed to all AFL-CIO organizations in the state, at the direction of the Executive Council. President Albin J. Gruhn was designated the official representative of the Federation at the conference, which was planned and developed to accomplish the following purposes:

1. Place before the conferees the latest available information on factors relating to the world of women's work;
2. Gain additional facts from the participants based on their experience;
3. Review and assess the present status of women workers as reflected in legislation and practices regarding minimum wages, equal pay, hours and other working conditions;
4. Investigate changes occurring in the world of work today, particularly the technology developments which appear to require fewer but more highly skilled women workers;
5. Analyze women's dual role as homemaker and mother, and also as worker, with particular emphasis on the developing need for adequate day care facilities for children of working mothers; and
6. Develop guides to the role that organizations at the state and local levels can play in meeting the needs of women workers through legislative improve-

ments, support of local work and training projects, and improved information to the general public.

Civil Defense Information

Among other activities, at the height of public concern about survival in the event of a nuclear war, the Education Committee discussed at length the role labor should assume in education for civil defense. In a report on this subject approved by the Executive Council at its Hollywood meeting in September 21-22, 1961, the Education Committee noted that it had been urged to develop a program aimed at promoting preparedness for survival in schools, workshops and other places of employment. Prolonged discussions of the committee were reported to have centered on (1) whether the Federation could do anything about the current apathy of the public in view of the failures of governmental agencies in this regard, and (2) whether this wasn't properly the subject matter of the Safety and Occupational Health Committee insofar as development of any labor program was concerned. The Committee chairman, however, said that there was agreement within the committee that if a labor program on civil defense is developed, it would be the proper function of the Education Committee to undertake the dissemination of information in regard to that program. Beyond this, however, the committee made no recommendation. In submitting the report to the Executive Council, the chairman pointed out that there was a fundamental disagreement within the committee on whether an educational approach should center on the civil defense end, or on greater participation of labor in international affairs of the nation to prevent a nuclear holocaust.

Federation Scholarship Program

Under the guidance of the Education Committee, in accordance with the mandate of the 1960 convention, the Federation continued sponsorship of an annual scholarship competition for graduating seniors, offering \$500 awards to winning students attending accredited colleges and universities. The five awards presented in 1961 were increased this year to seven as additional local organizations have joined with the Federation to finance the added awards under the rules and administration of the state program. As a matter of policy, the Executive Council has approved and encouraged such participation by local organizations. See Secretary-Treasurer's report for addi-

tional information on the conduct of the program during 1961 and 1962.)

Civil Rights Committee

The focus of activity of the Civil Rights Committee has been on the implementation of the comprehensive equal rights policies and programs adopted previously by the Executive Council and the Federation convention. Throughout the period, the committee has maintained the Federation's position of leadership within the total community of active civil rights groups, pressing for the extension of equal rights on all fronts.

Since the many activities generated by the committee and the Executive Council have required constant involvement of the Secretary-Treasurer and the Federation's staff in on-going programs, these activities are summarized in the Secretary-Treasurer's reports under appropriate sections covering state and federal activities. Reference here is made to some of the guidelines developed by the committee and the Executive Council which indicate the depth of involvement.

The Federation, working through its Civil Rights committee, was instrumental in establishing a minority problems workshop at the 1960 Apprenticeship Conference, which, in turn, led to the formation of a permanent committee on apprenticeship opportunities for minority groups. As reported by the Secretary-Treasurer, with active labor participation this committee has been developed into an effective vehicle for coming to grips with the many practical problems which must be overcome not only to create opportunities for members of minority groups in the apprenticeship trades, but also to make certain that the potential beneficiaries are given the preparation necessary to take full advantage of these opportunities. As a consequence, California has gained national recognition for its leadership role in this aspect of apprenticeship training so vital to the realization of equal employment rights. The minority opportunities committee, in fact, has been given official status by the State Apprenticeship Council in the California Administrative Code as the "Committee on Equal Opportunities in Apprenticeship and Training."

At the September 21-22, 1961, meeting of the Executive Council, when the Civil Rights Committee reviewed in detail the full range of activities being pursued by the Federation, the importance of pressing forward on the apprenticeship front was given high priority in the committee's

report to the Council. Looking forward to the scheduled April, 1962, Apprenticeship Conference, the Committee revealed plans to conduct a second minority problems workshop, and urged union delegates to the Conference to participate fully in this workshop as well as in the more traditional workshop sessions. On the national level, the Committee also applauded the AFL-CIO and the Building and Construction Trades Department for having taken a strong position in support of H.R. 8219 — a bill before Congress introduced by Representative Adam Clayton Powell (D., New York), which would deny federal assistance to apprenticeship programs where discrimination is practiced. On recommendation of the Civil Rights committee, the Executive Council commended AFL-CIO President George Meany and Building Trades President C. J. Haggerty, and approved the circulation of their statements supporting H.R. 8219 to all central labor, building trades and other craft and industrial councils in the state. The Secretary-Treasurer, in carrying out this action, also called upon local organizations to communicate their support of H.R. 8219 to the California delegation in Congress and the appropriate committees considering the legislation.

In the field of education, both within and without the labor movement, the Civil Rights Committee has continued its broad-gauged program to disseminate information on the high cost of discrimination and to rally support behind the legislative and community programs being advanced by labor and other civil rights groups. Following the 1960 convention, the Committee initiated the printing of a pamphlet carrying all of the comprehensive actions taken by the convention in the field of civil rights, for distribution to all affiliates as educational material, as well as a guide to implementation at the local level. Over 6,000 of these pamphlets were distributed throughout the state, including several thousand to groups and individuals who are active in the civil rights field. Similary, other educational materials on civil rights, available through the Committee for Fair Practices, with which the Federation is closely associated, and through the Jewish Labor Committee, have also been given wide distribution, and have regularly been called to the attention of affiliates through the Weekly News Letter. The Federation's Weekly News Letter has continued to serve as an important educational instrument for regular reporting of civil rights developments and of ac-

tions taken by the Federation at both the state and local level.

The effectiveness of the Civil Rights Committee in mobilizing the labor movement statewide, to press for equal rights issues, has received the strong commendation of the national AFL-CIO, which works to similarly mobilize the labor movement nationally. Evidence of this effectiveness was demonstrated in the spring of 1961 when Boris Shishkin, Secretary of the national AFL-CIO Committee on Civil Rights, called upon the Federation and its Civil Rights Committee to assist in the formation of a Pacific Coast Regional Advisory Committee on Civil Rights. Through the Secretary-Treasurer's office the national body was advised of the committee's wholehearted approval of the regional committee's formation and of our committee's preparedness to extend full cooperation on behalf of the Federation. Further action on this project is awaiting information from the national office regarding planning and preliminary steps taken by the national committee for the formation of the regional advisory body. Boris Shishkin has advised the Federation that as soon as the pressure of Congressional legislative business on civil rights matters eases, the national committee will proceed with the project in cooperation with the Federation's Standing Committee on Civil Rights.

Housing Committee

In its activities, the Housing Committee has benefited from the cooperation of the State Division of Housing, which has provided information on many of the housing problems that exist in California, both as to agricultural and urban dwellings. A report on housing conditions in the state, based on the 1960 census findings, was submitted to the Executive Council in the summer of 1961, together with a detailed report on housing legislation enacted by the 1961 session of the California legislature and a review of pressing legislative housing issues at the state and national level.

At the September 21-22, 1961, regular session of the Executive Council, the committee also reported on the vastly liberalized features of national housing programs contained in the Kennedy Administration's 1961 housing bill enacted by Congress. Particular emphasis was placed on the availability of substantial funds at below-market interest rates for long term financing of multiple and single dwelling units for moderate income families through the formation of non-profit hous-

ing groups at the local level. On the Committee's recommendation, the Executive Council approved the dissemination of information to affiliates regarding these new programs and the development of information, in cooperation with the national AFL-CIO, concerning procedures to be followed at the state and local level to fully utilize the below-market interest funds available for allocation through the federal Housing and Home Finance Agency, and the U. S. Department of Agriculture. Accordingly, detailed information developed by the national AFL-CIO has been made available to affiliates through the Federation office. The assistance of the Federation office has also been extended to affiliates seeking information on procedures to be followed in the formation of non-profit corporations to obtain the below-market interest funds for moderate income housing construction.

The Housing Committee report which was approved by the Executive Council at its September, 1961, meeting also called upon Governor Edmund G. Brown to appoint truly dedicated and practical people with a thorough knowledge of housing problems of low- and middle-income groups to the Governor's Advisory Commission on Housing Problems established by the 1961 session of the California legislature with the enactment of AB 814. This newly-formed commission is charged with the responsibility of making recommendations to the 1963 legislature on state programs needed to supplement and help carry out the purposes of federal programs, with particular reference to low- and middle-income housing. In this connection, it is to be noted that President Gruhn and Vice President Sidell were appointed to the Commission by the Governor. Through these Federation representatives, California labor's recommendations for needed state programs have been placed before the Commission as a whole, and have served to direct the Commission's attention to the basic problems confronting California in the housing field.

In its September, 1961, report, the attention of the Executive Council was drawn to the 1961 state legislation strengthening the state Housing Act and the authority of the state Housing Division concerning housing standards. The Executive Council approved a recommendation that "encouragement and information be extended to local councils and their affiliates pertaining to state legislation implementing codes of housing standards to be adopted by county boards of supervisors and city councils, thus aiding

in the starting of workable programs in community redevelopment and urban renewal projects."

The Housing Committee has been active in connection with another piece of legislation approved by the 1961 legislature. This is SCR 27, a concurrent resolution authorizing the State Division of Housing to study the adequacy of farm labor camps and the availability of family housing in agriculture. At the January 18-19, 1962, meeting of the Executive Council, the Housing Committee called for careful study and review of the report on the first phase of the Division's study concerning farm labor camps, and recommended, through the Executive Council, that the Federation explore the ways and means of broadening the study to include agricultural housing in the fringe areas of cities for appropriate action along these lines. Accordingly, implementation of the recommendation has been undertaken by President Gruhn, as a member of both the Advisory Committee to the Division on the Agricultural Housing Study and the Governor's overall Housing Commission.

Among other recommendations stemming from the Housing Committee's activities, the Executive Council approved the Federation's active participation in the second annual conference on "Families Who Move With the Crops," which was held March 1 and 2 in the Veterans Memorial Building in Visalia. The two-day session brought together representatives from public and voluntary agencies in the counties having domestic seasonal farm workers, and included county supervisors, welfare directors, superintendents of schools, hospital administrators, health officers, doctors, nurses, teachers, farmers, farm workers, and religious, civic and labor leaders who have a close knowledge of the lives of farm labor families and seek improvement in their conditions of life and labor. By way of implementing action, the Secretary-Treasurer became a sponsor of the conference along with other distinguished leaders in the state. Workshop sessions and study groups at the conference considered the following subjects: education, health, child care, housing, employment, and community development. President Gruhn led the housing section and was instrumental in developing liberal recommendations to the legislature for legislation necessary to improve the quality of farm labor family housing, including the development of public housing programs for this long-neglected sector of our work force. Federation staff representatives were also assigned to

participate in the conference, along with strong delegations sent by the Agricultural Workers Organizing Committee (AWOC) and central labor councils in the valley areas.

Safety and Occupational Health Committee

As reported above, under the section relating to the disposition of resolutions referred to the Executive Council, the Safety and Occupational Health Committee devoted a considerable portion of its attention to the problems of radiation exposure and of development of safety protections for workers exposed to radiation hazard. Through the Secretary-Treasurer, attention has also been drawn to the industrial safety problem resulting from excessive and damaging levels of noise in a number of industries and occupations.

At the present time, the only protections existing for workers are to be found in the application of the general safety orders of the State Division of Industrial Safety. No specific noise safety order exists, although the DIS has initiated proceedings, during the interim period since the last convention, to promulgate such a specific order covering noise. In this connection, through the Secretary-Treasurer, organizations having a direct interest in a noise safety order were alerted to preliminary conferences on the subject held in San Francisco and Los Angeles, and were urged to make appropriate representation for the establishment of effective protections. Following these preliminary conferences, the Division was sufficiently impressed with the need for action, to establish an advisory committee consisting of an equal number of labor and management representatives to develop specific suggestions and standards for inclusion in a division order to be promulgated under the state administrative procedures act. Five trade unionists from affiliated AFL-CIO organizations have been appointed to this working committee on recommendation of the Secretary-Treasurer.

In another phase of the work of the Safety and Occupational Health Committee, careful study has been given to the protection of workers from radioactive fallout in the event of nuclear attack. At the January 18-19, 1962, meeting of the Executive Council, the Committee submitted a report on its study of these civil defense problems of workers, and recommended the adoption of a statement on the subject which, among other things, suggested that a program be inaugurated

by the California labor movement which would "reasonably guarantee adequate shelter areas in every industrial plant, office, building, school, and jobsite where our members are working." The committee advanced the statement as embodying a minimum program for action by the California labor movement.

Lengthy discussions ensued concerning the ramifications of the committee's recommendations, the general confusion among civil defense authorities in the development of state and national programs, the inability of the labor movement to take any meaningful action under these circumstances, and the importance of avoiding a "panic" approach to the problem. It was made clear during the course of the Executive Council's discussion of the Committee's report that the Secretary-Treasurer was in close contact with civil defense authorities, and that the Federation would assist in the dissemination of information when an effective civil defense program is developed by responsible national and state officials. In this light, and for the above reasons, the Executive Council re-referred the subject matter of the report to the Committee for further study, reconsideration and reporting back to the Executive Council at a later date.

Union Label Committee

The Committee on Union Labels, created by the Executive Council in March of 1960, was given constitutional status by the 1960 convention as a standing committee of the Executive Council. During the interim period, the committee developed the following three-point minimum program for action, which was recommended to and adopted by the Executive Council at its June 29-30, 1961, meeting in Coronado, and has since guided the committee's activities:

1. That the Federation assist in every way possible to promote the observance of Union Label Week among AFL-CIO affiliates in the state;
2. That the Federation, through its Weekly News Letter, give regular publicity to union label activities. As a minimum union label activity, stories should be carried in the News Letter at least once a month; and
3. That the Federation establish a Union Label event as a regular feature at conventions. This, the committee pointed out, could be accomplished by devoting a few hours of an afternoon of convention time exclu-

sively to union label activities, climaxed by some event such as a drawing for presentation of union label goods.

In accordance with the above program, as in 1961, Governor Edmund G. Brown will be urged to officially recognize Union Label Week in California by proclamation, for the week designated for its observance by the AFL-CIO Union Label's Department. Also, in cooperation with the AFL-CIO Department, the Federation has promoted observance of the occasion throughout the state by setting forth suggestions of minimum activities for local observances, and also by making available through the Federation office union label materials including shop posters identifying the various union labels and shop cards, radio and TV spots, and related promotional materials.

Use of the Federation's Weekly News Letter as a means of publicizing union label activities on a year 'round basis is being implemented as recommended by the Committee on Union Labels. In addition to carrying union label activities information, the News Letter has called statewide attention to various international drives aimed at promoting the union label products as opposed to products being boycotted because of anti-labor policies of specified manufacturers. Particular attention has been called to these union label activities during holiday periods when shopping for gifts is uppermost in the minds of consumers.

Recommendations by the Committee for implementation of the Union Label event at the forthcoming 1962 convention of the Federation in Long Beach were approved by the Executive Council at its June 15-16, 1962, meeting in San Francisco, designating a portion of Tuesday afternoon, August 21, for the event. Planning for the activities to be included is being undertaken by the Union Label Committee in cooperation with the local convention committee of the Los Angeles County Federation of Labor and its Union Label section. The Committee, through the Federation's San Francisco office, has invited all interested organizations to participate in the special event and contribute to its success by making available union label goods for presentation at the convention.

Legislation Committee

The Legislation Committee, as pointed out above, worked closely with the Secretary-Treasurer throughout the 1961 general session of the legislature, mobilizing support for the Federation's legislative

program and assisting the Secretary-Treasurer in arriving at important policy decisions during the course of the session. The activities of the Committee in connection with the special session of the legislature called in March, 1962, to run concurrently with the 1962 budget session, are described below with particular reference to the defense production act issue at that special session.

RECESSION ACTION

The March 3-5, 1961, meeting took place at the height of the current, lingering recession, several days prior to an emergency conference on recession problems called by Governor Edmund G. Brown in Sacramento for March 13 and 14. Among some 100 community, business and local government leaders invited to participate in down-to-earth discussion sessions with key department officials in the Governor's Administration, were approximately 25 labor officials selected by the Governor's office with the cooperation of the Federation.

Faced with the urgency of the situation, at the request of the Federation, the Governor appeared at one of the Executive Council sessions in San Francisco to discuss both legislative and recession problems, and to review action his Administration was taking to help overcome the economic recession. Following the Governor's appearance, in a lengthy session, member vice presidents of the Council reviewed one by one the extent of the unemployment situation in their respective industries, occupations, and areas. Joblessness rates of from 20 to 50 per cent of their membership, far exceeding the official statewide figure of 8 per cent recorded at the time, were reported. Almost uniformly, Executive Council members indicated that the combination of automation, business decline, and labor force growth had added a new dimension to the seriousness of the recession.

With reference to the Governor's emergency recession conference, in order that labor participants might be as effective as possible on behalf of specific action programs, the Executive Council instructed the Secretary-Treasurer to bring together the various labor representatives at an appropriate time during the conference for the coordination of their activities. Members of the Executive Council, in turn, agreed that they would convey this information to all persons who they knew would be attending the conference.

Prior to adjournment of the San Francisco meeting, the Executive Council also

set forth as guidelines an eight point anti-recession program, designed to indicate the areas of priority where California labor would press for action in the period ahead, to conquer the recession and restore full employment. Geared to both the state and national level, and serving also to back up activity by the Federation office under the Secretary-Treasurer, the eight points were as follows:

(1) Mobilization of local labor movements to maintain continuous contact with Congressmen in order to provide effective support of the Kennedy Administration program to stem the rising tide of unemployment.

(2) Full support of the National AFL-CIO in pressing for immediate income tax relief for the working man to inject a substantial increase in purchasing power into the economy.

(3) Full speed ahead with Government programs designed to satisfy the unmet social needs of the nation, state, and local communities in resources development, urban renewal and redevelopment, and the provision of health, education and welfare facilities commensurate with the needs of the 60's.

(4) Active participation in Governor Brown's forthcoming state-wide recession conference, scheduled for March 13-14, to impress upon the state the necessity for coordinated and supplemental state action in every area where the Kennedy Administration is pressing to curb the recession and to get the American economy moving again.

This includes state housing programs for the low and middle income groups and the aged, state aid for community recreation programs and rapid transit facilities, and to meet other pressing urban needs.

(5) Action by the state legislature to effect permanent improvements in unemployment insurance, disability insurance, Workmen's Compensation and other social insurance programs, as contained in the comprehensive proposals advanced by the State AFL-CIO. These are essential to ease much of the recession's impact on individuals.

(6) Enactment of new state programs to provide for re-training of workers displaced by automation and other technological developments.

(7) Comprehensive review and revision of public assistance programs to assure benefit grants in keeping with present day living costs.

(8) Finally, recognizing the inability

of counties to meet continually growing relief loads, the Council urged full consideration be given to invoking the State Relief Act, which would provide for state participation in caring for unfortunate families who have become indigents in the current recession.

(Follow-up activities by the Federation in keeping with the above guide-lines are reported in the portion of the Secretary-Treasurer's report relating to anti-recession activities.)

On a specific point affecting California's ability to hold its own despite the recession, and basic to any recovery in the state, the Executive Council directed the Secretary Treasurer to utilize every means available to him to help fight off pending legislation in Congress threatening repeal of the six per cent differential for West Coast Shipbuilding. In addition to communicating with Congress on this matter, the Executive Council ordered mobilization of interested groups in the state for similar action as time permitted. Although the repealer legislation was effectively blocked in the Senate in 1961, similar legislation continues to threaten the West Coast in Congress at the present time. Pursuant to the Executive Council's directive, the Secretary-Treasurer is keeping in close touch with the situation, and is continuing to work cooperatively with groups mobilized to remove this continuous threat.

EIGHT HOUR LAW IN DEFENSE INDUSTRIES

The 1961 general session of the legislature, as reported by the Secretary-Treasurer in the Sacramento Story, refused to renew the so-called Defense Production Act pressed by the legislature during the Korean War period, which allowed the employment of women beyond eight hours per day, contrary to the Labor Code eight-hour law for women, on a Defense Industry permit issued by the Department of Industrial Relations. Through the Weekly News Letter on August 11, 1961, the Secretary-Treasurer advised affiliates that a number of defense manufacturing firms, with the support of a few unions having jurisdiction in defense plants where substantial numbers of women are employed, were pressing the Governor for renewal of the legislation by placing it on "special session" call. The Federation's position regarding the permit system at the time was the same as when the renewal legislation was rejected by the legislature: namely, that since the proponents were unable to justify its con-

tinuance before the legislature in the face of heavy unemployment in many defense industries and the economy as a whole, there was no apparent reason why the legislation should be continued. In fact, it was known that the system for granting permits was loosely controlled in the past and that there were many blanket outstanding permits to work women beyond eight hours a day simply because many defense employers found it more convenient to work the women overtime than tackle more difficult "manning" and "shift" problems. At the same time, however, the Federation recognized that bona fide situations may exist in defense where bona fide emergency overtime work by women may also be necessary. So long as the need might be justified, the Federation maintained a position that was not adverse to tightly drawn legislation which would in fact restrict the permit system to specific emergency job situations on a temporary basis, and which would contain certain provisions to prevent abuses destructive of the purpose of the women's eight hour law enacted many years ago.

The whole issue was aired before the Executive Council at its San Francisco meeting on September 21-22, 1961, when representatives of the UAW, Region 6, in Los Angeles, appeared before the Council to press their position in support of renewal legislation. The Secretary-Treasurer briefed the Executive Council on the history of the issue as outlined above, and pointed out that locals of the Machinists with contracts in defense industries were also supporting reinstatement of the so-called Defense Production Act. Following the appearance of the UAW representatives and full explanation of their position, the Executive Council authorized the Secretary-Treasurer to "watch dog" proposals for re-establishment of the permit systems under conditions which would prohibit abuses of the past, and further empowering him to support legislation which contained proper safeguards. It was understood that this applied exclusively to production work in defense plants, and that otherwise, the eight hour law would remain intact in the Labor Code and unabridged by any special defense production statute.

The efforts of the Secretary-Treasurer to reach agreement on acceptable legislation in the period that followed were reported in detail to the Executive Council at its Hollywood meeting January 18-19, 1962. In this connection, he informed the Council of the discussions with the Governor's office and department officials involved in the administration of the for-

mer permit system; reviewed the minimum conditions acceptable to the Federation for re-institution of any version of the Defense Production Act, reviewed the position of defense employer representatives on the subject, pointing out specific areas of disagreement; and summarized the current status of discussions with employer representatives. He informed the Executive Council that in these discussions he was maintaining close contact with representatives of the unions having a direct interest in the Defense Production Act, and that there was agreement among all concerned that the Federation was moving in the right direction. Accordingly, following further clarification and discussion, the Executive Council reaffirmed its previous position giving the Secretary-Treasurer full authority to continue his efforts to arrive at a satisfactory solution, consistent with the Federation's long-standing position in support of the women's eight-hour law.

Regarding subsequent developments, the Secretary-Treasurer's report in the section on state legislation, reviews the inclusion of the issue in the special session called in March of this year, the failure to reach agreement on proposed legislation to revive the permit system with proper safeguards, and the defeat of Assembly-approved bills unacceptable to the Federation on the Senate side by the upper house Committee on Governmental Efficiency. It remains to be pointed out in this portion of the Executive Council's report that the Committee on Legislation of the Council throughout endeavored to reach agreement on legislation mutually satisfactory to the Federation and representatives selected by the organizations which were actively supporting renewal legislation in the legislature. A few days prior to Assembly committee hearing of the Bane bills referred to in the Secretary-Treasurer's report, the Executive Council's committee on Legislation and the Secretary-Treasurer met with representatives of the interested parties among the proponent union organizations as well as other representatives of organizations having large female memberships, at the Del Webb Towne House in a final effort to iron out differences and come to an agreement on legislation which could be supported by all union groups. Following this meeting, and the failure to reach agreement on specific provisions of the bill, with particular reference to the maximum permissible hours of overtime work, and other provisions relating to what constitutes a bona fide emergency in defense work, the Committee on Legis-

lation met separately in a long afternoon session to outline for the Secretary-Treasurer the minimal protective provisions necessary to remove Federation opposition to renewal legislation. In accordance with this mandate, because of the failure of the Bane bills to meet the Legislation Committee's standards, the Federation actively opposed and defeated the measures. At all times, during the course of legislative consideration in Sacramento, every effort was made to keep the doors open for ultimate resolution of the issue, but without success.

At its meeting in San Francisco, June 15-16, 1962, the Executive Council received a full report on the disposition of the issue at the special session. In accepting this report, and upon request for further consideration by proponents for relaxation, the Council directed the Secretary-Treasurer to continue efforts through meetings with proponents and others interested in the Defense Production legislation to reconcile differences in positions, through better understanding of the basic issues underlying these differences.

AGRICULTURAL WORKERS

Throughout the period covered by this report, the Executive Council was kept fully informed by the Secretary-Treasurer of developments concerning efforts to organize farm workers by the AFL-CIO Agricultural Workers Organizing Committee (AWOC). Following setbacks in this drive suffered by AWOC in Imperial Valley during the late winter and early spring of 1961, and the subsequent announcement by the national AFL-CIO that it was cutting back financial support and the AWOC effort to a "holding operation" pending review of the farm workers organizing effort by the scheduled December convention of the AFL-CIO, the Executive Council took steps to explore the Agricultural Workers Organizing situation in depth, while at the same time expressing its strong desire to see the benefits of organization brought to this long-exploited sector of the labor force.

At the Council's San Francisco meeting in September, 1961, after receiving an up-to-date report by the Secretary-Treasurer on AWOC's activities and its then current status, preliminary steps were taken which eventually led to the present fully coordinated drive that is taking place in agriculture today under a re-constituted agricultural workers' organizing committee in the Central Valley with headquarters in Stockton. Recognizing at this September meeting that AWOC was appealing

to the labor movement in various areas of the state to continue their operations, the Executive Council expressed the need to gain additional information concerning AWOC's activities before any specific action could be taken by the Federation. Accordingly, a small committee of the Executive Council consisting of the Secretary-Treasurer, the President, and Vice Presidents Carman and Lackey was appointed to study in depth the problems confronting the organization of agricultural workers so that the committee would be in a position to report its recommendations for action to a subsequent meeting of the Executive Council.

In the interim period, working closely with the committee established by the Executive Council, the Secretary-Treasurer participated in a series of meetings with local leaders in agricultural areas, AWOC representatives, and officials in the AFL-CIO Department of Organization, which culminated in the decision the AFL-CIO announced at its December 1961 convention; namely, that it was not abandoning the farm workers drive and that it would reconstitute the AWOC organization for an effective drive coordinated and supported by the labor movement at the local, state, and international level, as well as by the national office.

The AFL-CIO decision on the farm labor front was contained in a lengthy resolution unanimously adopted by the convention. The resolution pledged the "loyalty and support of the men and women members of the affiliated unions of the AFL-CIO to this great moral cause; that is, the redemption of the American promise to the men, women, and children in the families of two million forgotten people, America's migratory and seasonal agricultural workers." On the subject of organizing, the resolution:

1. Urged the AFL-CIO and all of its affiliated departments and international unions to lend their support to the Agricultural Workers Organizing effort; and

2. Called upon the affiliated unions of the AFL-CIO to support the organization undertaking financially, by publicity in their newspapers and magazines, by cooperation in the legislative effort on behalf of hired farm workers, and by direct coordination with the actual organizing effort . . ."

The convention's decision led to further discussion between the Secretary-Treasurer, President George Meany and others, including a number of California central labor council officials, which took place immediately upon adjournment of the

AFL-CIO convention, and laid the foundation for the reconstitution of AWOC and the current drive. After further meetings in California with valley central labor council leaders and Vice President Al Green, who was named by President Meany to direct the revamped AWOC drive with the assistance of Norman Smith, Secretary-Treasurer Pitts announced in a press release issued in the middle of January that a revised program to organize farm workers into the AFL-CIO was in the process of being worked out for California. He declared that every effort would be made in the state to implement the AFL-CIO resolution concerning the farm workers organizing drive referred to above. Secretary-Treasurer Pitts announced with satisfaction that "we will be able to continue our efforts to organize farm workers... through a revised program which will secure for farm workers the organizational base they must have to participate in our American standard of living." He pointed out that at the outset the organizing drive would focus on stabilized farm workers who are rooted in Valley agricultural areas and travel within a given radius to do farm work.

The report of these developments by the Secretary-Treasurer on behalf of the Council's special committee on the organization of agricultural workers was made to the Council at its January, 1962, meeting in Hollywood. The report itself was accepted as an action program assuring full coordination of the AWOC drive with the Federation and local movements in the areas of concentration, where the drive has since been progressing very satisfactorily from a solid organizational base. At the same Hollywood meeting, the Executive Council's special committee was discharged with high praise for its work and for the leadership of the Secretary-Treasurer.

As this report to the convention goes to press, the carefully coordinated AWOC operation has proceeded with a minimum of work stoppages and disruption of agricultural activities within the framework of full and careful exercise of farm workers' rights to their legal limits. Major successes thus far in the current harvest season have been achieved in both the asparagus and cherry harvests, as well as other agricultural activities where AWOC has pressed its developing campaign.

A crucial victory was recorded by AWOC during the middle of May, when it overwhelmingly won a representation election conducted by the National Labor Relations Board for production, maintenance,

and truck driving employees of the V. C. Britton Company in Firebaugh, California. Britton is one of the largest processors of alfalfa feeds in the nation, and the largest processor in California. With 56 workers eligible to vote, 47 cast their ballots in favor of the AFL-CIO affiliate, while only 7 expressed the desire for no union.

The assumption of jurisdiction by the NLRB in directing an election in this case, and the overwhelming majority won by the union, has been recognized as a significant step forward in the organization of farm labor and workers in related fields. This is the first time AWOC has been able to participate in an election of this type, because of the general denial of NLRB machinery to farm workers. California itself failed to provide such machinery for any workers.

The following statement issued by Secretary-Treasurer Pitts in response to the announcement of the election results summarizes its importance to the future of the AWOC effort:

"The victory demonstrates clearly that if machinery were uniformly available for resolution of farm labor representation questions, California's hard-pressed farm workers would be well on the road to winning the full benefits of organization. Such machinery would offer all of us the best possible way of settling farm labor disputes in an orderly and democratic manner.

"The results of this impartial election where representation machinery was available expose the hypocrisy of growers' refusal to bargain with AWOC in the past on the pretext that the workers were not interested in representation by the union.

"Organized labor is deeply gratified by this election result. The election dramatically reflects AWOC's appeal to agricultural workers and we are confident that this development heralds a major turning point in the organizing effort."

Bracero Exploitation

Recognizing that the farm labor organizing drive cannot proceed independently of efforts to eliminate the exploitation of braceros and remove their accumulated adverse effect on the wages and working conditions of domestic farm workers, the Executive Council has moved swiftly and without compromise in pressing the mandate of the 1960 convention concerning the bracero problem. For the sake of continuity, because the great bulk of the im-

plementing activities concerning convention policy in this area has required almost constant attention by the Secretary-Treasurer, specific actions taken by the Executive Council are incorporated in the report of the Secretary-Treasurer. Reference here is to communications sent to the Secretary of Labor and the Congressional delegation in January, when the Department of Labor, under pressure from California growers and the California delegation in Congress, indicated that it was back-tracking from an earlier decision in the Imperial Valley lettuce harvest situation to set a meaningful piece rate designed to protect domestics from the adverse effect of importing braceros in this depressed farm labor area. This Executive Council action, besides being reviewed in the Secretary-Treasurers' report, was also reported in full context of the issues involved in the January 12, 19, and 26, 1962, issues of the Federation's Weekly News Letter.

REOPENING OF IWC WAGE ORDERS

The serious lag in the state minimum wage and other working conditions for women and minors in California, as set by wage orders of the State Industrial Welfare Commission in various industrial and occupational classifications, was brought into greater prominence last year when Congress boosted the federal minimum wage and made other substantial, but less than adequate, improvements in the federal Fair Labor Standards Act. At its September, 1961, meeting in San Francisco, the Executive Council adopted a strong statement directed to the IWC for consideration at a scheduled meeting on October 16, 1961, renewing the Federation's demand for reopening and updating of the Commission's orders. The Commission previously had completed work on updating its minimum wage budget for a working woman, which indicated that an increase in the state minimum wage approaching \$1.50 was justified under the minimum wage standard established in the legislative mandate to the IWC.

The following is the text of the Executive Council's statement, which was sent to the members of the Commission and presented also in oral testimony before the Commissioners by Federation representatives at the scheduled October 16 meeting:

"By Congressional action this year, the federal minimum wage has been increased to \$1.15 per hour with provi-

sion for a further increase to \$1.25 per hour, effective September 3, 1963.

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

"While commending the Kennedy administration and the Congress for enactment of these substantial improvements, long sought by the AFL-CIO, we cannot ignore their many shortcomings.

"The dual standards of coverage are totally without justification. Further, the new coverage provisions leave in greater prominence those workers who remain completely outside the federal wage-hour act—namely, hotel and restaurant employees, farm workers, laundry workers, and substantial numbers of employees in retail outlets, as well as many other workers in low wage industries where protection is most urgent.

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

"While the need for such revision and updating cuts across all orders of the Commission, we make particular reference to the need for reopening the new order covering women and minors in agriculture, which was adopted by the IWC earlier this year. The absence of any meaningful piece rate provisions in the order all but renders this order meaningless.

"Accordingly, we call upon the Commission to take the necessary steps for reopening the orders at the Commission's forthcoming meeting in San Diego on October 16th."

The subsequent reopening of the orders, the designation of wage boards, and the activities of the Federation in this connection, including the development of a Federation statement for submission to each of the wage boards, are covered in the Secretary-Treasurer's report.

ASSISTANCE TO AFFILIATES

Request for Strike Support

In addition to its regular activities in support of strike actions by affiliates, the Executive Council considered several specific requests for strike support. Regarding the maritime strike in 1961, the Executive Council at its June 29-30, 1961, meeting in Coronado, received a report highlighting the failure of the shipowners on the West Coast to bargain in good faith with the unions involved. Responding to a strike support request, the Executive Council adopted the following statement condemning the position assumed by the employers in trying to circumvent collective bargaining:

"The executive council of the California Labor Federation has reviewed the facts of the dispute leading to the current maritime strike, and extends its full support to the efforts of the unions involved to obtain a satisfactory solution to the outstanding issues.

"These issues strike at the heart of organized labor's concern for collective bargaining as a means of securing equitable conditions of employment in the 13-day-old strike.

"We condemn the refusal of the shipowners to sit down with the unions involved and bargain in good faith. We condemn specifically this attitude which has prevailed among the shipowners on the Pacific Coast, who, instead of bargaining with any of the unions on strike, appear content with invoking the arm of government as a means of denying sea-going personnel decent wages and working conditions.

"It should be noted particularly that many of the same shipowners involved in this dispute are operating 'runaway ships' under foreign flags in order to undermine the standards of wages and working conditions established over the years through collective bargaining.

"The persistent attitude of the shipowners in their refusal to bargain can only be interpreted as an effort to reduce these American conditions to the level of those which prevail on American-owned ships being operated under foreign flags.

"As a representative body of the labor movement in California, we believe that it is our obligation to call this anti-union attitude to the attention of the entire body of the AFL-CIO workers in the state for their active support of the striking unions.

"President Kennedy, on a number of

occasions, has expressed his deep concern regarding the manner in which foreign flags are being flown on American-owned vessels to avoid paying the wage scale of the U. S. Merchant Marine.

"In this connection, we urge immediate action by the President to help put an end to these foreign flag operations. We urge the President also to place the full weight of his office behind the efforts of the maritime unions to settle the strike through collective bargaining, rather than relying on the injunction processes of the Taft-Hartley Act.

"Finally, we call upon Congress to review and revise the ship subsidy program adopted in 1936 to the end that this archaic program may be brought up to date for both the security of the nation and the establishment of standards of subsidies on a basis equitable to the public and all parties involved in the operation of our Merchant Marine.

Meeting in San Francisco June 15-16, 1962, the Executive Council also considered two other specific requests for strike assistance and support:

Financial assistance in the amount of \$500 was voted for Chemical Workers Local 40 in a dispute involving the U. S. Borax and Chemical Corporation at Wilmington, California. The Chemical Corporation, which has pursued policies aimed at breaking the Chemical Workers Local, is also the target of raiding by Local 20 of the International Longshoremen's and Warehousemen's Union. The special circumstances of the situation warranted the financial contribution.

At the request of the Airline Pilots Association, a resolution was also adopted at the June San Francisco meeting endorsing the strike of the Pilots against the Southern Airways, Inc., and condemning the continuation of federal subsidies to the struck airlines while they operate with strikebreakers. The Executive Council pointed out that many trunk line carriers on the North American continent book their transfer passengers on to Southern Airways, and that these trunk lines are not informing transfer passengers of the strike situation. President John F. Kennedy was immediately advised of the Executive Council's action and urged to initiate steps ending the subsidies as long as Southern Airways continued its union-busting activities.

Exonerations

The granting of exonerations in the payment of per capita taxes has been in

accordance with an Executive Council policy of allowing such exonerations only in situations where union funds have been exhausted in a strike situation. This form of indirect strike assistance was granted on request in the following instances:

December 3-4, 1960 meeting in San Francisco—Steel Workers Local 4670 in Bellflower.

January 18-19, 1962—United Brick and Clay Workers Local 487 in Norwalk.

In both instances, the locals involved were given full credit for their exonerations in the calculation of voting and representation strength for the 1962 Long Beach convention.

"We Don't Patronize" List

The following firms were added to the Federation's official "We Don't Patronize" List during the period covered by this report:

Weldon Pyjamas, at the request of the Amalgamated Clothing Workers. December 3-4, 1960, Executive Council meeting.

Peter Paul, Inc., makers of Mounds, Almond Joys, Walnettos and other candies, at the request of the Alameda Central Labor Council. In considering the request for the boycott of this firm's products, it was pointed out that the firm has company unions in all four of its plants in Connecticut, Texas, Ohio, and California, the latter being in Oakland. It was noted however, that any successful boycott of the candy company would require a nationwide boycott initiated by the international union involved. Accordingly, the request was granted at the Council's June 29-30, 1961, meeting in Coronado with the understanding that the Federation would cooperate with any international program initiated by the international union to make the boycott effective.

Pacific Tile and Porcelain Company of Glendale at the request of Local 487 of the United Brick and Clay Workers in Norwalk.

In a number of instances where the Executive Council did not approve requests to boycott products of unfair firms by adding them to the official "We Don't Patronize" list, because of unanswered questions as to whether the organization requesting boycott had complied with the rules and regulations of the AFL-CIO concerning the possible effect of a boycott on firms having contracts with the firm in question, the Executive Council cooperated to the extent of instructing the Secretary-Treasurer to give publicity to

the union's request for boycott through News Letter publicity. An example of such action was the Chambers Manufacturing Corporation of Oxford, Mississippi, which manufactures the Waterless Cooker, baked enamel sidings for service stations, and all types of kitchen equipment such as ovens, built-in ranges, and working areas. Anti-labor charges against the Chambers Mfg. Corp. were made by the Steel Workers Gulf States Organizing Area which urged trade unionists not to purchase Chambers products because it was a runaway company that had fled from Indiana and a contract with Local 35 of the Stove Mounters International Union of North America.

Similar News Letter publicity was ordered by the Executive Council at its June 29-30, 1961, meeting with regard to a request from the Dental Technicians' Union Local 99, San Francisco, for the Federation to endorse promotion of the use of union dental general services and laboratories by AFL-CIO affiliates in their health and welfare plans.

Still another action of this nature was granted at the June 15-16, 1962, meeting of the Executive Council in response to a boycott request by the Distillery Workers International Union against the Stitzel-Weller Distillery, makers of Old Fitzgerald and other brand whiskies. News Letter publicity was ordered for the Distillery Workers boycott.

Action Against Raiding

Raiding by so-called independent unions against AFL-CIO organizations has continued to draw condemnation from the Executive Council and has precipitated action to develop ways and means of compiling information on such raiding, advising affiliates of such tactics, and mobilizing the state and local movements as particular raiding situations warrant.

In connection with the continued raiding of building trades and other jurisdictions by District Council 50 of the United Mineworkers, the Executive Council has directed the compilation of information on District 50 tactics, while at the same time directing the Secretary-Treasurer to render all possible assistance to help the afflicted organizations fight off the persistent raids of this organization, which have manifested themselves in various parts of the state, with particular success in the Fresno area.

I. L. W. U. Raiding

Since the last convention, intensified raiding by the International Longshore-

men's and Warehousemen's Union has been brought to the attention of the Federation by various organizations in the state, both north and south. At the January 18-19, 1962, meeting of the Executive Council in Hollywood, the Secretary-Treasurer reported in detail of meetings with the International representative of the Chemical Workers regarding raiding by the ILWU, and of discussions concerning this matter, at the 1961 AFL-CIO convention, with various international union and central labor council representatives. He pointed out that he had received considerable material from the Chemical Workers on the ILWU raiding tactics, and that President Gruhn had been assigned to coordinate the Federation's activities in this matter.

At the same meeting, a representative of the Chemical Workers appeared before the Executive Council to inform the Vice Presidents of raiding in the Wilmington-San Pedro area. It was pointed out that in the face of these raids, the ILWU at the same time was appealing to AFL-CIO unions for support of its strike at the Colgate-Palmolive-Peet plant in Berkeley. Specifically, the Chemical Workers' representative asked the Federation to communicate with all AFL-CIO organizations in the state, advise them of the raiding activities and urge them to withhold support of the ILWU's strike at the Berkeley plant of the Colgate-Palmolive-Peet Company. He also requested that the Federation take all steps necessary to coordinate the AFL-CIO's efforts in the state to block the raiding activities.

Following further discussion of the problem, the Executive Council condemned the ILWU's divisive raiding tactics, and gave the Secretary-Treasurer full power to act in the matter, authorizing him to take the necessary action to combat the raiding activities and tactics of the ILWU, and to communicate with central labor councils urging that they render all assistance possible in this effort, and refrain from supporting the raiding organization in its strike at the Colgate-Palmolive-Peet plant. The above action was covered in the following press release, approved by the Council:

"The Executive Council of the California Labor Federation, AFL-CIO, meeting in Hollywood, today condemned the divisive raiding tactics being employed by the International Longshoremen's and Warehousemen's Union (ILWU) to gain job control over workers already organized in AFL-CIO unions.

"The 36-member body instructed its executive Secretary-Treasurer, Thos. L. Pitts, to mobilize the AFL-CIO movement in the state as deemed necessary to combat the ILWU's vicious raids.

"The Council's decision followed a detailed review of the ILWU's raiding in the San Pedro-Wilmington area and other parts of the state where the 'independent longshoremen's organization has announced its intention to take over all workers, organized and unorganized.

"The AFL-CIO leaders charged that in some instances, the ILWU, which was thrown out of the former CIO because of its alleged left-wing domination, is receiving the cooperation of employers through 'sweetheart' deals.

"Singled out specifically were raids on plants long organized by the Chemical Workers of the AFL-CIO.

"The duplicity of the ILWU, the Council said, is exposed by the alleged left-wing union's current effort to gain support of AFL-CIO unions for their strike against the Colgate-Palmolive-Peet Company in Berkeley.

"While they appeal for our support, the AFL-CIO leaders pointed out, they are trying to 'beat our brains out by their massive raiding tactics.'

"Pitts was directed to alert every AFL-CIO organization in the state to this 'duplicity' and the 'two-faced' activities of the ILWU's leaders who 'know no limit in their determination to breathe the new life into their shrinking empire'."

In accordance with the Executive Council's directive, the above press release was sent by the Secretary-Treasurer to all AFL-CIO organizations in the state, with the following covering letter:

February 5, 1962.

To: All Affiliated Unions and Councils.
Dear Brothers and Sisters:

The Executive Council of the California Labor Federation, AFL-CIO, at its meeting in Hollywood, January 18-19, 1962, condemned the vicious raiding practices of the International Longshoremen's and Warehousemen's Union (ILWU). The attached copy of a press release issued on the Executive Council's action describes the seriousness of the situation.

I am writing at this time to call the action to your attention and to urge your cooperation in combatting the ILWU's raiding of AFL-CIO unions.

As pointed out in the release, at the same time that they are trying to "beat our brains out by their massive raiding tactics," they are appealing to AFL-CIO unions to support ILWU Local 6's five-months-old strike at the Berkeley plant of the Colgate-Palmolive-Peet Company. Unfortunately, more than a few AFL-CIO unions have fallen prey to this double-dealing.

In alerting your organization to this situation, the Federation would greatly appreciate receiving any information available concerning possible ILWU raiding in your jurisdiction. This information should be forwarded to our San Francisco office at the earliest possible date, so that a coordinated action program may be developed as necessary.

Thank you for your cooperation.

Sincerely and fraternally,

THOS. L. PITTS,
Secretary-Treasurer.

Subsequent activities of the Federation to combat the ILWU's raiding, as indicated above, has been coordinated by the Secretary-Treasurer through President Gruhn. As additional information was gathered concerning the ILWU's raiding, a second communication was directed to all affiliates:

May 8, 1962.

To: All Affiliated Councils.

Dear Brothers and Sisters:

This is a follow-up to my letter of February 5, 1962, in which I advised your organization that the Executive Council of the California Labor Federation, AFL-CIO, had condemned the "vicious raiding tactics" of the ILWU.

The response to the above letter from our affiliated local unions and councils has further exposed the pattern of ILWU raiding and related activities in various parts of the state. Information compiled on such raids or attempted raids by the ILWU on local AFL-CIO unions clearly refutes the claim in Bridges' letter of February 20, 1962, in which the President of the ILWU contends that ILWU's traditional policy is one of respect for all unions regardless of affiliation, of cooperation and unity, and above all, of brotherly assistance.

The facts show that the ILWU began its raiding of the Chemical Workers, AFL-CIO, as early as 1956 at the Sanford Process, Inc., South Central Los Angeles.

ILWU raids or attempted raids and

related activities that have been reported to us as occurring over the past several years have been directed at such other AFL-CIO unions as Seine and Line Fishermen's Union, San Pedro; Winery, Distillery and Rectifying Union, Menlo Park; Sugar and Refinery Workers Union, Crockett; Steel Workers Local 1981, Long Beach; and the Cannery and Fishermen's Union, San Diego.

The information we have on file places the ILWU President's letter of February 20, 1962, in the category of being "loose with the truth," and that is putting it mildly.

A good example of the ILWU's actual organizational (raiding) policy is in the following quote taken from a bulletin issued by the ILWU Local 13, Wilmington, on December 4, 1961:

"As you have probably read in the newspapers, the International Longshoremen's and Warehousemen's Union is in the process of organizing all workers in the harbor area."

Based upon the ILWU's past practice, the words "all workers" can only be interpreted to mean all workers whether presently organized in AFL-CIO unions or otherwise.

Eternal vigilance and mutual cooperation upon the part of local AFL-CIO councils and unions at the local level, in conjunction with the Federation's efforts, are essential to effectively combat the ILWU's apparent aim of breathing new life into its shrinking empire through the demise of AFL-CIO unions.

Fraternally yours,

THOS. L. PITTS,
Secretary-Treasurer.

Finally, as indicated previously, the Executive Council's recent action extending the Federation's strike assistance to Chemical Workers Local 40 at Wilmington was in part in response to a long history of attempted raiding by the ILWU at the U. S. Borax and Chemical Corporation, which continued unabated during the strike situation.

BALLOT PROPOSITIONS

By action of the special session of the California Legislature in March, 1962, as reported by the Secretary-Treasurer, the following six statewide propositions were placed on the June 5 primary election ballot:

Proposition No. 1—School Construction Bonds; \$200 million.

Proposition No. 2—Veterans Home Loan Bonds; \$250 million.

Proposition No. 3—State Construction Bonds; \$270 million.

Proposition No. 4—Aged Low-Rent Housing Bonds; \$100 million.

Proposition No. 5—Recreation Bonds; \$150 million.

Proposition No. 6—Extend Daylight Saving Time Extra Month.

Since this action by the Legislature was taken in-between Executive Council sessions, the Secretary-Treasurer, by official communication, related the pros and cons of the propositions to the individual Executive Council members, and requested that they record their position on each proposition for the purpose of making recommendations to the membership. Accordingly, the Executive Council endorsed all of the six propositions on the primary ballot. These endorsements, in turn, were carried on the official AFL-CIO endorsement pamphlet circulated during the primary election.

The Federation's recommendations were successful in the case of Propositions Nos. 1, 2, and 6. Propositions Nos. 3, 4, and 5, however, were defeated by the voters.

Loss of the three defeated propositions was a serious blow to the state in its efforts to come to grips with pressing growth problems. Immediately, statewide concern was expressed concerning the loss of Proposition No. 3, because the \$270 million involved was to be used primarily for higher education facilities, with the balance for important state institutional construction. Governor Brown, in turn, announced that he would call the legislature into special session Tuesday, June 24, 1962, to re-submit Proposition No. 3 to the voters on the November general election ballot.

At its meeting in San Francisco, June 15-16, 1962, the Executive Council extended full support to Governor Brown regarding the special session call on Proposition 3, and the Secretary-Treasurer communicated the Federation's support to the legislators through a press release on the subject. Action on re-submission was taken by the legislature on June 26, and the re-submitted proposition will be before the Federation convention, along with other propositions previously approved by the legislature and qualified through the initiative procedure for the November general election.

OTHER ACTIVITIES

Group Legal Practices

In the December 16, 1960, issue of the Federation's Weekly News Letter, the Secretary-Treasurer called the attention of affiliates to a special State Bar Committee report recommending that far-reaching limits be placed on the provision of group legal practices through labor unions. All of the following group practices were found by the committee to violate either some of the "canons of ethics of the American Bar Association," or some of the "rules of professional conduct of the State Bar of California."

1. Group advertising of the advantages of membership in an organization by reason of the availability to the individual of legal services from the attorney for the organization;

2. Funneling or channeling of cases affecting the individual members of an organization to the attorney representing the group; and

3. Furnishing of legal services as a courtesy to the individual members of a group by the attorney representing the group as a means of building good will and developing future business.

Although the committee report frowned on any kind of prepaid legal services, it appeared to be most concerned about group services that permit the channeling of potentially lucrative cases to the attorneys providing the groups services, as for a union. The Secretary-Treasurer pointed out that the special Bar Committee report spoke of "deliberate coercion" in such channeling "even to the extent of causing substitution of the attorney representing the union for the attorney chosen by the union member applicant to represent him..." From this position, the Bar Committee recommended in its report that the Board of Governors amend the rules of professional conduct by adopting the following resolution, and submitting the same for approval of the Supreme Court:

"Be it Resolved, That the rules of professional conduct of the State Bar of California be amended by adding thereto the following:

"Rule 20. The professional services of a member of the State Bar shall not be controlled or exploited by any lay agency, personal or corporate, which intervenes between client and lawyer. The responsibilities and qualifications of a member of the State Bar are individual. He should avoid all relations which direct the performance of his duties by or in the inter-

est of such intermediary. His relation to his client should be personal, and the responsibility should be direct to the client. Charitable societies rendering aid to the indigents are not deemed such intermediaries.

"A member of the State Bar may accept employment from any organization, such as an association, club or trade organization, to render legal services in any matter in which the organization, as an entity, is interested, but this employment should not include the rendering of legal services to the members of such organization in respect to their individual affairs, unless such affairs shall directly relate to a subject matter which will affect the organization as an entity or they shall relate to a matter in which the organization has assumed the obligation and duty to represent the individual members because of a bargaining agreement affecting their employment."

Because of the far-reaching implications of the proposed group legal practice ban on legal services that are frequently rendered by a union's counsel to individual members, the Secretary-Treasurer immediately instructed the state AFL-CIO General Counsel to file a protest with the Board of Governors of the State Bar, in which it was noted that the action of the State Bar Committee recommending the proposed prohibition was taken not only without proper notice and hearing procedures, but also without any opportunity for labor groups to present their views.

The entire matter came before the Executive Council at its meeting in San Francisco March 4-5, 1961, both by referral of the Secretary-Treasurer and by resolution submitted to the Council by the 1961 convention of State Lumber and Sawmill Workers Council, which urged the Federation to take action to oppose the proposed Rule 20. As noted above, under the section covering legislation approved by the Executive Council for introduction, it was by way of action on the Lumber and Sawmill Council's request that the Council approved Federation sponsorship of state legislation which would specifically approve prepaid group legal practices and remove any implied authority of the State Bar to declare such practices unethical and grounds for disbarment. At this meeting, also, the Executive Council commended the Secretary-Treasurer for having taken immediate steps through the Federation's General Counsel to oppose the proposed Group Legal Practice ban. The Executive Council further directed the Secretary-Treasurer to communicate

immediately with central labor and other councils throughout the state, urging that letters of protest be directed to the Board of Governors of the State Bar, and advising affiliates as to protest procedures which should be followed.

In taking these actions, the Executive Council noted that the Special Bar Committee report and recommendation "would in fact prohibit any referral by a group of its members to an attorney who is handling legal business for the group." Although there are several general references in the report, the Executive Council added: "It appears obvious that the proposed Rule is aimed at prohibiting the continued representation of members of labor organizations by labor attorneys representing such organizations, even to the extent of prohibiting members from being represented by such attorneys in workmen's compensation cases."

Follow-up action in communicating with affiliates pursuant to the Executive Council's mandate was taken immediately by the Secretary-Treasurer. Affiliates were also kept advised as to subsequent developments on the issue through the Weekly News Letter, which in the April 28, 1961, issue carried a special notice that May 24 in Los Angeles and June 21 in San Francisco were dates set by the State Bar of California for hearings on the proposed new Rule 20. Interested affiliates desiring to make appearances at either hearing through appropriate legal representation were advised to write Jack A. Hayes, State Bar secretary, in San Francisco, at least ten days before the time of the hearing. In this notice, the Secretary-Treasurer also advised affiliates that the Federation would appear in opposition to the proposed rule at the June 21 hearing in San Francisco. All affiliates requesting time before the State Bar Board of Governors were urged to send advance copies of their presentations to the Federation office.

Representation at the June 21 hearing of the State Bar Board of Governors in San Francisco was made by the Federation's General Counsel. In addition, the Secretary-Treasurer submitted a written statement to the Board of Governors, setting forth the basic position of the Federation while pointing out that continued harassment of labor attorneys under the proposed rule would be a major deterrent to the acceptance of a retainer from a labor organization. A summary of the Secretary-Treasurer's statement was carried in the June 23, 1961, issue of the Weekly News Letter.

Word has just been received that the

Board of Governors of the State Bar has decided against adoption of the proposed Rule 20.

Labor Unity

At its September 21-22, 1961, meeting in San Francisco, the Executive Council considered a request received from the Sacramento Labor Council, urging that the Council support the reaffiliation of the Teamsters with the AFL-CIO. After lengthy discussion of the issue, the Council adopted the following statement, which was immediately forwarded to AFL-CIO President George Meany, with a request for consideration by the national AFL-CIO:

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

Opposition to Part-time Apprentices

A proposal before the State Apprenticeship Council to permit part-time training of apprentices was brought to the attention of the Executive Council at its June 29-30, 1961, meeting by the Western Federation of Butchers, which urged Federation opposition. Action placing the Federation on record as being opposed to such part-time apprenticeship training was taken by the Executive Council at that time, with instructions to the Secretary-Treasurer that appropriate representation of the Federation's position be made to the State Apprenticeship Council. Accord-

ingly, when the matter was considered on October 27, 1961, the President made representation before the Apprenticeship Council in Sacramento to successfully press for rejection of the proposal.

Portland Daily Reporter

By action taken at its September 21-22, 1961, meeting the Executive Council voted support for the Portland Daily Reporter in the Typographical workers struggle to fight off the union-busting drive of the dominant newspaper owner in the area who had previously busted a Typographical union strike through the importation of professional strikebreakers. At this meeting, representatives of the Typographical Union appeared before the Executive Council to explain the situation and request support for the Portland Daily Reporter, which was established to combat the anti-union publisher. Following discussion, the Executive Council approved the purchase of 100 shares of stock in the Portland Daily Reporter by the Federation, and instructed the Secretary-Treasurer to communicate with affiliates to encourage their support of the paper.

Accordingly, the shares were purchased, and by the following letter dated Jan. 2, 1962, the Secretary-Treasurer complied with the Executive Council's action to encourage local union support of the paper:

January 2, 1962.

To: All Affiliated Unions and Councils.

Dear Brothers and Sisters:

Most of organized labor, I believe, is acquainted with the long battle against strikebreaking activity and newspaper monopoly that has been going on in Portland, Oregon.

When the strike of the printing trades against the **Portland Oregonian** was broken by the importation of professional strikebreakers, it became necessary for the labor movement in that area to participate in the establishment of an independently-owned newspaper, the **Portland Daily Reporter**, divorced from the monopoly situation that exists in Portland, where both the **Portland Oregonian** and the **Oregon Journal** are under the control of a single owner.

In short, the battle against strikebreakers and newspaper monopoly in that area is now focused on making the **Portland Daily Reporter** a successful enterprise, with the backing of the labor movement. In this connection, the Executive Council of the California Labor Federation, AFL-CIO, at its last meet-

ing, approved the purchase of 100 shares of common stock in the *Portland Daily Reporter*, and endorsed this independent daily newspaper for support, both moral and financial, by AFL-CIO organizations in this state.

Enclosed are materials which we hope will assist your organization in deciding to support the newspaper and the Oregon labor movement on the vital issues which are at stake.

Your early consideration of this matter would be greatly appreciated.

Sincerely and fraternally,
THOS. L. PITTS,
Secretary-Treasurer.

Mexican Gas Line

At its March 4-5, 1961, meeting in San Francisco, the Executive Council gave consideration to a proposal before the Public Utilities Commission authorizing the construction of a pipeline which would bring gas to Southern California via Mexico, and, after deciding to register the Federation's emphatic opposition to the proposal, ordered that this opposition be communicated to the Public Utilities Commissioner and the Governor. Pursuant to the Executive Council's mandate, the Secretary-Treasurer directed the following wire to the State Public Utilities Commission, holding hearings on the matter in Los Angeles, and sent copies to the Governor and other appropriate individuals:

"In behalf of our 1.3 million members, we would like to go on record in opposition to granting authorization for the construction and installation of a natural gas pipeline from Texas to California as proposed by Tennessee Gas Transmission Company and Southern California Edison Company in application numbers 42931 and 42932.

"In our view, this proposal is not in the best interests of the workers of this state and nation. About three-fourths of the pipeline would be routed through Mexico near the international border, re-entering the United States near Mexicali, California.

"This routing is clearly designed to circumvent compliance with American labor standards and the use of American materials. It would further leave the key portion of the pipeline under the control of another government.

"From the consumers' standpoint, it is apparent that this proposal would benefit a few major corporate consumers at the expense of Southern Califor-

nia's eight million small consumers. By the diversion of the purchases of these large consumers from existing public utilities, the area's small consumers would be burdened with the full cost of existing gas transmission and distribution facilities.

"The average consumer's interest would also be injured by the creation of a gas storage problem for existing utilities, since they have already contracted for gas which would be surplus to the reduced requirements brought about by the building of the proposed pipeline."

The matter is still pending before the Public Utilities Commission.

Mental Health Awards

During the past two years the Executive Council has expanded the activities of the Federation in the field of mental health, joining with other community groups to press for the development of comprehensive programs to come to grips with this growing threat to our advanced industrial society.

By mandate of the Executive Council, the Federation, with five other major state organizations working through a permanent citizens committee on mental health awards, co-sponsored a first annual awards dinner to give recognition for outstanding community services in the fight against the number one health problem—mental illness. General Vice President Dias was named to serve as the official Federation representative on the citizens committee and at the dinner, which was held April 27, 1961, in Sacramento. Awards for outstanding and continued efforts in public education and all aspects of program development were made on this occasion.

At its June 29-30, 1961, meeting, the Council approved continued participation in and co-sponsorship of the annual mental health awards dinner, assigning President Gruhn to work on the dinner and attend with other representatives of the Federation. This second dinner was held in Sacramento in March, 1962. As one of the principal speakers, Governor Edmund G. Brown revealed a master plan for mental health care in the State Department of Mental Hygiene, which the Governor has submitted to the legislature. Governor Brown predicted that the master plan "may well prove to be the major development on the mental health scene in many years. . . . It foresees a statewide pattern of the future—in which mental illness will

be treated in the same way as physical ailments are now treated—mainly by physicians, in their regular practice and in local hospitals.”

The Governor added that the broad outlines of the Master Plan take into account specific recommendations to be made after the legislature has had the opportunity to review it.

It is to be noted here in connection with the master plan announced by the Governor, that the Federation, through the Secretary-Treasurer and his staff, participated in a number of public advisory committee meetings which advanced the guidelines for the development of the master plan.

1962 CONVENTION

By action of the 1960 convention, the location of the fourth convention of the California Labor Federation, AFL-CIO, to be held under the provisions of the constitution, commencing on August 20, 1962, was referred to the Executive Council. Following the 1960 convention action, during the interim period, invitations were received from Long Beach, Monterey, San Jose, Los Angeles, and Riverside. At its March 4-5, 1961, meeting, the Executive Council took action, indicating its desire to hold the convention in Long Beach, pending the outcome of negotiations and a potential hotel strike situation in the city, which was threatening at that time. The City of Long Beach was advised of this conditional selection, and was requested to hold the convention dates open pending the conclusion of various negotiations in Long Beach.

Upon being advised at its June 29-30, 1961, meeting of the satisfactory conclusion of these negotiations, the Executive

Council officially designated Long Beach as the convention city.

Fraternally submitted,

**THE EXECUTIVE COUNCIL,
CALIFORNIA LABOR
FEDERATION, AFL-CIO,**

**Albin J. Gruhn,
President.**

**Thos. L. Pitts,
Secretary-Treasurer.**

Manuel Dias
Max J. Osslo
M. R. Callahan
William Sidell
Pat Somerset
W. J. Bassett
J. J. Christian
James L. Smith
Webb Green
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 Hansen
Hugh Allen
Charles J. Smith
DeWitt Stone
Edward T. Shedlock
Herbert Wilson
Jerome Posner
E. A. King
E. P. O'Malley
G. J. Conway

Vice Presidents.

REPORT OF THE SECRETARY-TREASURER

San Francisco, August 1, 1962.
 To the Fourth Convention of the
 California Labor Federation, AFL-CIO
 Greetings:

The scope and intensity of Federation activities since the 1960 convention, in a very real sense, reflect the turbulence of the period. These have been months of economic recession, struggle for recovery, and lingering high levels of unemployment, reflecting at once both the magnitude of the problems of adjustment to an automated age, and the economic challenge the nation faces to employ its productive ability and capacity for the betterment of the conditions of life and labor. Within this framework, the programs and policies adopted by our last convention took on a deep sense of urgency that guided your secretary in the various activities undertaken by the Federation to implement them.

It was painfully clear as the winter of 1960-61 approached that the nation was headed for another deep-seated recession—the third in a decade, with each of the prior recessions having left a higher residue of unemployment than the previous recession, in the partial recovery period that followed. From a level of near full employment and a jobless rate of 3 percent, the nation plunged into the recession of 1953-54 and emerged with a better than 4 percent rate of unemployment. The 1957-58 recession and partial recovery that followed saw the jobless rate jump to 5 percent as the third and current recession appeared on the economic horizon. It is understandable, therefore, that economists inside and outside the labor movement are viewing with legitimate concern the still higher lingering rate of unemployment that has characterized the current economic upturn from the recession low point in 1961.

Following the 1960 convention, seasonally adjusted unemployment in the nation climbed steadily to a level of over 7 percent in the late winter and spring of 1961, while the state's jobless rate (unadjusted for seasonal variations and therefore not directly comparable to national figures) jumped to a high of 8.7 percent in February, 1961. The expansion of economic activities that followed the bottoming out of the recession after the winter of 1960-61 has failed to produce a commensurate expansion of employment opportunities or a decline in the ranks of the unemployed. Characterized by an alarming level of long-term, hard core joblessness,

the adjusted national unemployment rate was left hovering near 6 percent, going into 1962, and since then had declined less than half of a percentage point to 5.5 percent in June. Understandably, the experience in California has been similar to the nation as a whole. As of June, the state unemployment was officially reported at 6.4 percent.

The statistical evidence of the seriousness of the situation was depicted recently by the AFL-CIO Research Department when it was pointed out that the recovery from the 1960-61 recession was lagging badly on the employment and unemployment front, even when compared with the wholly inadequate recoveries experienced from the previous recessions. Fifteen months after the low point of the 1960-61 slump, unemployment has dropped 21.4 percent, while employment has increased 2.1 percent. In the earlier recessions the percentage of joblessness dropped at a much faster rate and employment showed a sharper pickup, as indicated by the following figures, which depict also the satisfactory recovery from the 1949-50 recession:

	Employment Increase	Non-Farm Employment Increase	Unem- ployment Rate Decrease
1960-61	2.1%	3.2%	-21.4%
1958-59	3.6	4.1	-29.6
1954-55	6.0	5.5	-26.4
1949-50	4.3	4.9	-51.5

These figures underscore the nation's lagging economic growth rate and the problems of automation adjustment which have commanded high priority in the activities of the Federation. Indeed, the economic health of the state and nation, within the context of the free world's struggle to preserve freedom and peace, has been a dominant consideration in virtually every aspect of the Federation's involvement in community life and public affairs.

The 1961 general session of the California legislature was convened against the backdrop of recession and of pressing problems stemming from the vast public and private needs of the state's exploding population. Likewise, the assumption of office by the Administration of President John F. Kennedy, committed to action programs to get America moving forward again, brought new focus on long dormant socio-economic issues and opened the door to public debate and action in many areas of legislative and administrative concern

where the AFL-CIO movement has also been pressing for positive action.

The Federation was called upon to exercise leadership and responsibility in the finest tradition of American labor in coming to grips with the vast problems of an advanced industrial society.

At the state level, under the Administration of Governor Edmund G. Brown, the positive programs of our California movement were brought more clearly into the sphere of active public consideration. Accordingly, in Sacramento, where our activities have focused on legislative and administrative programs of government, we have called for the recognition of the vast unmet public and social needs of the people. We have worked to maintain a favorable climate for the operation of collective bargaining as a time-proven institution of our private enterprise economy, an effective vehicle for the extension of democracy into the workshop, an instrument for the peaceful resolution of industrial disputes, and the workingman's best hope for improvement of his conditions of life and labor. In short, during the past two years, we have pursued programs and policies aimed at obtaining the balance between private initiative on the one hand and government responsibility on the other that is essential for a free society to prosper.

The Federation's successes in this regard have contributed substantially to recognition of the problems that beset the workingman in this automated age. The Administrations in Washington and Sacramento have both clearly indicated their determination to have government assume its socio-economic responsibilities to society. While these developments have been clearly on the side of progress, we cannot ignore the concomitant emergence during the past two years of disruptive forces, the basic purpose of which is to undermine public confidence in the democratic processes of government and its assumption of social responsibility.

The radical right, as epitomized by the John Birch Society, represents a threat to the functioning of American democracy almost as insidious as the worldwide Communist conspiracy itself, because it results in a situation in which two extremist groups are working against the middle, and thereby abetting each other. Its emergence during a period that has brought focus on the exercise of social responsibility by government is no mere coincidence. On the contrary, its purpose has been to confuse and to stop the wheels of progress in this direction.

In this respect, the AFL-CIO has been quick to point out that "The labor movement is the logical target of the radical right-wingers. . . Labor's social, economic and political programs conflict at every turn with the John Birchers, who call for repeal of the income tax, impeachment of Chief Justice Earl Warren, withdrawal from NATO and the United Nations, and the dumping of such programs as urban renewal. In the guise of fighting Communism, the radical right is subverting and attacking the basic principles and policies of American democracy."

In virtually all phases of our activities, it has been necessary to recognize that the lunatic fringe is growing, getting stronger, and more influential and is better financed than ever before. Accordingly, it has become more dangerous than ever to the welfare of the nation.

In this vein, it is not surprising that the period since the last convention has seen the renewal of direct attacks on the labor movement and the collective bargaining process. The radical right, in its broad attack on democratic institutions, has provided a shield for the operation of labor's traditional enemies. The directory of radical right-wing organizations that the AFL-CIO is currently preparing has produced factual information showing that many of the individuals who are deeply involved in the activities of the radical right are also promoters of "right to work" legislation and other schemes to destroy the effectiveness of organized labor.

Active campaigns for the enactment of "right to work" legislation in several states have been revived. In California, professional promoters of this union-busting proposal have been in and out of the state on behalf of the national "right to work" committee, taking the pulse of the public and looking for the propitious moment to launch another "right to work" effort. In this connection, it is to be noted that two of the members of the "Voluntary Unionism" committee established by the U. S. Chamber of Commerce last September, are active "right to work" promoters in the state of California who were prominent in the 1958 campaign for Proposition 18. They are W. B. Camp, a multi-million dollar cotton and alfalfa grower in Kern County, with numerous processing interests, and Parker Holt, a distributor of farm equipment in the Tracy, Lodi and Stockton area. W. B. Camp is also among the leaders of a committee of growers who are pressing for the election of the Republican gubernatorial candidate against Governor Edmund G. Brown.

But it is not only to the area of "right to work" legislation that the anti-labor forces are directing their attention. The long dormant drive to bring labor unions under anti-trust laws originally designed to curb business and industrial monopolies is being revived nationally by the NAM and other reactionary business and industrial groups who see this as the next legislative step in the restrictive tradition of Taft-Hartley and the Landrum-Griffin Acts. The seriousness of the drive is indicated by the fact that during the past year the question of the application of anti-trust laws to unions was made a college debate topic across the nation.

While we have been alert to these threatening developments, we have not allowed them to obscure or detract from the positive functions of the Federation. We have not lost sight of the fact that the vitality of our industrial society in California and in the rest of America is no greater than the vitality of the socio-economic forces and groups whose dedication, not only to the production of wealth, but to its proper distribution for the improvement of the conditions of life and labor, is a major driving force in the economy. As such a group, organized labor has a major responsibility to America in the vigorous pursuit of its dedicated purpose.

Thus, while we can look back with satisfaction and pride on how we have carried this responsibility during the past two years, it would be suicide to fix our eyes on the past. Our labor force is growing; its content and its skill requirements are changing. The dominant blue collar production workers of yesterday, in whom organized labor has its base, have become a minority, a shrinking portion of the labor force, with the advent of technological processes and automation itself. Every thinking trade unionist, out of self-interest and duty to society, must take an active interest in this changing composition of the work force. We have a responsibility to examine these changes, to demand planning for the skill requirements of industry and for training programs to match those requirements in an ever more technically efficient economy. In these terms, we must accept either the challenge of the future, or the handwriting on the wall that spells decay of a vital movement.

It is no secret that, despite growth in actual numbers, organized workers in our changing work force complex are also becoming a shrinking portion of the work force. This trend cannot be allowed to continue, unless we are willing to sap the vitality of the greatest force in society

which has been the bulwark for the operation of economic democracy and rising living standards.

The sections of this report that follow summarize the activities of the Federation against the above broad backdrop of developments in the interim period since the 1960 convention. A report of this nature cannot pretend to be comprehensive, but only to cover the highlights.

1960 CONVENTION RESOLUTIONS

Upwards of seventy of the resolutions adopted by the Federation's 1960 convention required further action by the secretary. A number of these were placed in two separately printed pamphlets — "Therefore Be It Resolved" and "Labor and Civil Rights." Copies of others, together with covering letters, were sent to the appropriate persons, organizations, and federal and state government officials and agencies concerned with or interested in the various subject matters. In general, acknowledgment has been prompt and appreciative; where a significant exchange of correspondence resulted, it has been summarized in this report.

Labor Organizations

Resolutions Sent to All Affiliates

Grouped under appropriate headings, each group preceded by a brief explanatory note, fourteen resolutions were printed in a pamphlet entitled "Therefore Be It Resolved . . . 1960" and sent to all organizations affiliated with the Federation. A foreword by the secretary urged local unions, councils and individual members to take action to achieve the ends sought in the resolutions.

The following resolutions were included in this pamphlet:

No. 38—"§1.25 Federal Minimum Wage Law."

No. 40—"Union Label Program."

No. 44—"Reaffirm Endorsement of Coro Foundation."

No. 46—"Commend Labor ORT."

No. 47—"Support Italian-American Labor Council."

No. 56—"Encourage Teacher Organization at College Level."

No. 66—"Protest Landrum-Griffin Act."

No. 68—"Assist L.A. Printing Trades' Information Program on Anti-Union Policies of L.A. Times and Mirror-Daily News."

No. 69—"Support Proposed Investigation of Strikebreaking."

No. 72—"Support S. 2882 on Tariff and Foreign Trade."

No. 88—"Support Agricultural Workers."

No. 143—"Support Community Chest, United Crusade and Other Federated Fund-Raising Drives."

No. 149—"Support Sears-Roebuck Boycott."

No. 263—"Aid Union Defense Committee for L. S. McDonald."

Twelve additional resolutions and the Federation's policy statement on civil rights were included in the pamphlet entitled "Labor and Civil Rights, 1960," together with a foreword by the secretary and a brief summary of the resolutions stressing their bearing on international, national, state, and internal union policies and their effect upon allied civil rights groups.

This pamphlet contained the following resolutions:

No. 41—"Amend McCarran-Walter Act."

No. 42—"Civil Rights."

No. 43—"Anti-Discrimination Clause in Union Contracts."

No. 45—"Reaffirm Support of NAACP, Community Service Organization, and Jewish Labor Committee."

No. 79—"Abolish Citizenship Requirements for Public Assistance Eligibility."

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

No. 135—"Strengthen Law on 'Right-to-be-Served'."

No. 165—"Support Legislation for Equal Opportunity and Social Justice for All."

No. 219—"Reaffirm Endorsement and Support of Jewish Labor Committee."

No. 220—"Protect American Citizens from Discrimination by Foreign Governments."

No. 257—"Commend and Support Registration Program."

No. 262—"Commend and Support Federation's Civil Rights Committee."

A large number of these pamphlets were sent on request to the Jewish Labor Committee headquarters in New York, and several thousand were distributed by the California J.L.C. and others.

A copy was also sent to the AFL-CIO's Committee on Civil Rights in Washington, D.C.

Resolutions Sent To Central Labor Councils

No. 7—"Civil Service for All Paid Fire Departments."

No. 15—"No Relaxation of Women's Eight-Hour Law."

Copies of this resolution were sent to locals of the American Federation of Teachers in San Francisco, San Jose and Long Beach.

Resolution Sent to Certain Teachers' Locals

No. 56—"Encourage Teacher Organization at College Level."

Resolution Sent to Allied Printing Trades Assn.

No. 69—"Support Proposed Investigation of Strikebreaking."

Copies of this resolution were sent to the presidents of the five international unions comprising the International Allied Printing Trades Association.

Resolution Sent to Labor ORT

No. 46—"Commend Labor ORT."

A copy of this resolution was sent to the San Francisco office of Organization for Rehabilitation Through Training.

Resolutions Sent to President George Meany

No. 25—"Federal Income Tax Exemption for Vehicles Used in Employment."

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

No. 42—"Civil Rights."

No. 74—"National Full Employment Program."

No. 75—"Training for Displaced Workers."

No. 87—"Ensure Workers' Rights on Federal Water and/or Power Projects."

No. 90—"Workers' Rights on State and Local Government Projects."

No. 95—"Change NLRB Procedure in Representation Elections."

No. 142—"Nationwide Unemployment Disability Insurance."

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

President Meany referred our letter and the accompanying resolutions to Andrew J. Biemiller, director of AFL-CIO's Department of Legislation, who wrote appreciatively of the various subject matters embodied in the resolutions and expressed

the hope that before too long the AFL-CIO would be successful in gaining legislation along the lines suggested by our convention.

Resolution Sent to AFL-CIO Convention

The following resolution was directed by convention action to the 1961 convention of the AFL-CIO:

No. 2—"Delete Section 14 (b) from Labor-Management Relations Act."

The substance of this resolution was incorporated in a resolution adopted by the convention on labor legislation.

Resolutions Sent to AFL-CIO Building and Construction Trades Dept.

Copies of the following four resolutions were sent to C. J. Haggerty, president of the AFL-CIO Building and Construction Trades Department:

No. 2—"Delete Section 14 (b) from Labor-Management Relations Act."

No. 25—"Federal Income Tax Exemption for Vehicles Used in Employment."

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

No. 178—"Government Agencies Awarding Contract Work to Non-Licensed Contractors."

Federal Officials and Agencies

Resolutions Sent to California Congressmen and Senators

Shortly after the November 8 election, copies of the following resolutions were sent to members of the California delegation in the House of Representatives and the U. S. Senate:

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

In a letter dated October 24, 1960, Senator Kuchel advised the secretary that he had instructed his legislative assistant to inquire into the most feasible manner of bringing this to the attention of the next Congress, and suggested that he also contact C. J. Haggerty on the matter.

No. 37—"Thirty-five Hour Week."

No. 38—"\$.125 Federal Minimum Wage Law."

No. 39—"Health Insurance for the Aged."

No. 41—"Amend McCarran-Walter Act."

No. 42—"Civil Rights."

No. 59—"Dismiss House Un-American Activities Committee."

No. 66—"Protest Landrum-Griffin Act."

No. 72—"Support S. 2882 on Tariff and Foreign Trade."

No. 87—"Ensure Workers' Rights on Federal Water and/or Power Projects."

No. 152—"Retain Six Per Cent Differential for Pacific Coast Shipyards."

No. 153—"Oppose Scrapping of Surplus and Obsolete U. S. Ships in Foreign Lands."

No. 211—"Increase in Allowable Earnings Under Social Security."

No. 220—"Protect American Citizens from Discrimination by Foreign Governments."

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

No. 249—"Increase Income Limitations for Social Security Recipients."

In addition to these resolutions, copies of the policy statements adopted by our 1960 convention, and of the pamphlet "Labor and Civil Rights, 1960" were sent to California Congressmen and Senators with a letter calling them to their attention.

Resolutions Sent to President-Elect John F. Kennedy

No. 153—"Oppose Scrapping of Surplus and Obsolete U. S. Ships in Foreign Lands."

No. 220—"Protect American Citizens from Discrimination by Foreign Governments."

Also forwarded to the President was the pamphlet "Labor and Civil Rights, 1960." Special reference was made to the convention recommendation calling for "firm and prompt exercise" of presidential executive powers to implement existing civil rights statutes, "together with issuance of executive orders in such areas where Congress fails to act within a reasonable period of time . . ."

Resolution Sent to U. S. Senators

No. 69—"Support Proposed Investigation of Strikebreaking."

Copies of this resolution were sent to Senators Lister Hill and Wayne Morse.

Resolution Sent to Certain Federal Agencies

No. 153—"Oppose Scrapping of Surplus and Obsolete U. S. Ships in Foreign Lands."

Copies of this resolution were sent to

the U. S. Department of Commerce's Maritime Administration, to the U. S. Bureau of Ships, and to the Secretary of the Navy.

Replies have been received from Ralph E. Wilson, Maritime Administrator, and Rear Admiral T. A. Long, Deputy and Assistant Chief of the Navy's Bureau of Supplies and Accounts, who replied at the request of the Secretary of the Navy and the Chief of the Bureau of Ships.

Mr. Wilson stated:

"The Maritime Administration has consistently afforded the American scrapping industry preferential treatment in the sales of ships for scrapping. No Liberty Ship is offered for foreign scrapping until the domestic market has had an opportunity to purchase the ship at a much lower price.

"In the interest of our national economy we prefer to sell ships for domestic scrapping only, and we will do so to the extent the industry can absorb ships at reasonable prices. Please be assured that the domestic market will continue to have ample opportunity to obtain ships for scrapping."

In his reply, Rear Admiral Long stated: "The Department of the Navy determines which surplus vessels, for military reasons, must be scrapped. When there is no military reason for requiring that a vessel be scrapped, the Navy does not restrict its export as a condition of sale. However, in such sales, prospective bidders are advised that necessary approval and license must be obtained from the Departments of State and Commerce prior to exporting the vessel, and further that the Department of the Navy does not guarantee that this approval will be forthcoming.

"The Navy's policy is to sell surplus vessels to the eligible bidder submitting the highest acceptable bid. The successful bidder may then dispose of the vessel to his best advantage, provided that he complies with the terms of sale and the existing laws. Upon receipt of a request to export a vessel, the Departments of State and Commerce carefully review the matter to ensure that their action is consistent with the interests of the United States government."

State Officials and Agencies

Resolutions Sent to Governor Brown

The following resolutions were sent to Governor Edmund G. Brown, who subsequently indicated that he would give serious consideration to our recommendations:

No. 15—"No Relaxation of Women's Eight-Hour Law."

No. 30—"Adjust Salaries of Department of Industrial Relations Personnel."

No. 89—"Protection of Consumer Interests."

No. 132—"Workers' Education."

No. 158—"State Subsidy Program for Probation Officers."

No. 159—"Workmen's Compensation Amendment."

No. 215—"Create California Mortgage Authority."

No. 217—"Social Security Coverage for State Employees."

No. 225—"Continue Office of Consumer Counsel and Expand Staff."

In addition, a copy of the Federation's statement on housing adopted by the 1960 convention was sent to the Governor.

Resolutions Sent to California State Legislators

Following the November 8 election, the following resolutions were sent to all members of the California legislature:

No. 15—"No Relaxation of Women's Eight-Hour Law."

No. 89—"Protection of Consumer Interests."

No. 132—"Workers' Education."

Resolutions Sent to Certain Legislators

No. 54—"Teachers' Job Security."

A copy was sent to Senator Hugo Fisher.

No. 131—"Housing for the Elderly."

Copies were sent to Senators Hugh M. Burns, Randolph Collier and Richard Richards, and acknowledged by them. A bond issue (No. 4) implementing the resolution was defeated at the June 1962 primary election.

No. 161—"Medical Care Costs."

Copies were sent to Assemblymen Thomas N. Rees and Ronald B. Cameron of the Assembly Interim Committee on Medical Care Costs.

Resolutions Sent to Director of Industrial Relations

No. 30—"Adjust Salaries of Department of Industrial Relations Personnel."

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

No. 156—"Speedy Handling of Industrial Accident Cases."

No. 159—"Workmen's Compensation Amendment."

No. 240—"Regulations of Private Employment Agencies."

No. 245—"Oppose Department of Employment's Pre-Apprentice Indentureship Program."

No. 246—"Civil Service Apprenticeship Program Under Established Standards."

Resolutions Sent to Other Officials and Departments

No. 19—"Redefine 'Suitable Employment' for Unemployed Insurance Claimants."

A copy was sent to Director of Employment Irving H. Perluss, who subsequently ordered a study of this problem.

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

A copy was sent to the Division of Industrial Safety.

No. 78—"Improve Social Work Standards."

A copy was sent to the Department of Social Welfare.

No. 81—"Develop Rehabilitative Services in Public Assistance Agencies."

Copies were sent to the Department of Social Welfare, the Department of Employment, and the Department of Education's Vocational Rehabilitation Service.

In his letter acknowledging receipt of **Resolutions Nos. 78 and 81**, J. M. Wedemeyer, Director of the Department of Social Welfare, informed us that the department had already rough-drafted proposals embodying our recommendations. He also urged sending copies of these two resolutions to Senator James Cobey, chairman of the Senate Committee on Labor and Welfare, Assemblyman Carlos Bee, chairman of the Assembly Ways and Means Subcommittee on Welfare, and Assemblyman Phillip Burton, chairman of the Assembly Committee on Social Welfare. This has been done.

No. 89—"Protection of Consumer Interests."

Copies were sent to Assistant Attorney General Howard Jewel, Consumer Counsel Helen Nelson, and to the Department of Agriculture's Bureau of Weights and Measures.

No. 99—"Prohibit Tuition Fees in Adult Schools."

Copies were sent Superintendent of Public Instruction Roy E. Simpson and to the superintendents of schools in San Fran-

cisco, Oakland, Palo Alto, Fresno, Los Angeles and San Diego.

Acknowledgments were received from Roy E. Simpson, Cecil D. Hardesty of San Diego, Ellis A. Jarvis of Los Angeles, Harold Spears of San Francisco, and Selmer H. Berg of Oakland. Letters from the superintendents of schools stated that their boards of education would give the matter consideration and study.

No. 102—"Clarify U. D. I. Benefit Payments."

A copy was sent to Director of Employment Irving H. Perluss, who subsequently agreed to differentiate U.D.I. payments from Workmen's Compensation payments. The suggested statement was incorporated on the reverse side of the benefit check in July 1961.

No. 132—"Workers' Education."

Copies were sent to the regents of the University of California, the trustees of the State College System, the University of California Extension Division, and to members of the State Board of Education. Among the acknowledgements received were those of Superintendent of Public Instruction Roy E. Simpson and Marjorie J. Woolman, secretary to the Regents of the University of California. Miss Woolman indicated that the resolution would be considered by the Nov. 18, 1960, meeting of the regents. President Clark Kerr subsequently wrote to the secretary, indicating that within the university's budget, "every consideration will be given to the Federation's request for specific funds for adult education courses and the staff therefor."

No. 134—"Automobile Insurance."

A copy was sent to Insurance Commissioner F. Britton McConnell.

No. 156—"Speedy Handling of Industrial Accident Cases."

No. 159—"Workmen's Compensation Amendment."

Copies of both the above resolutions were sent to the members of the Industrial Accident Commission.

In reply, Commissioner S. W. Macdonald listed the various steps he had taken since assuming the chairmanship to expedite hearings in workmen's compensation cases. While indicating that these have in some measure reduced delays, he felt that it was now up to the legislature to eliminate "red tape" and "too legalistic" procedures.

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

Copies were sent to members of the Contractors' State License Board.

No. 225—"Continue Office of Consumer Counsel and Expand Staff."

A copy was sent to Consumer Counsel Helen Nelson.

No. 240—"Regulation of Private Employment Agencies."

A copy was sent Sigmund Arywitz, chief of the Division of Labor Law Enforcement.

No. 245—"Oppose Department of Employment's Pre-Apprentice Indentureship Program"; **No. 246**—"Civil Service Apprenticeship Program Under Established Standards."

Copies of both of the above resolutions were sent to Director of Employment Irving H. Perluss, Charles F. Hanna, chief of the Division of Apprenticeship Standards, and to members of the California Apprenticeship Council.

These resolutions have occasioned a good deal of lengthy and important correspondence.

A copy of Irving Perluss' reply was sent to Charles Walker of the California State Association of Electrical Workers for his comments on Perluss' position. The Division of Apprenticeship Standards and the Departments of Employment and Education met jointly to discuss these resolutions on October 24. According to Perluss, they concluded that the "present pilot program referred to in Resolution 245 offers a beginning for a co-operative program between the three state departments which are involved in the placement of young people in career employment so essential to developing the skills of our work force and aiding young people in the transition from school to work. At this meeting, the subcommittee suggested certain revisions and procedures acceptable to all three state departments for the progress of this program at the state level."

With regard to Resolution No. 246, Division of Apprenticeship Standards Chief Charles F. Hanna advised us that neither his office nor that of Administrator of Apprenticeship John F. Henning would promote any apprenticeship system not meeting the requirements of the Shelley-Maloney Act.

No. 253—"Support Actors Equity on U. I. for Little Theatre Actors."

A copy was sent to Director of Employment Irving H. Perluss.

No. 267—"Employers to Furnish Welders' Protective Clothing."

A copy was sent to Thomas Saunders,

Chief of the Division of Industrial Safety, who responded to the effect that longstanding confusion as to the interpretation of existing statutes and regulations appeared to make it advisable to deal informally with individual situations rather than rely upon additional legislation or further revision of the safety orders.

Other Mailings of Resolutions

No. 44—"Reaffirm Endorsement of Coro Foundation."

Copies were sent to the Coro Foundation offices in San Francisco and Los Angeles, with additional copies for their own distribution.

No. 45—"Reaffirm Support of NAACP, Community Service Organization, and Jewish Labor Committee."

Copies were sent to each of these organizations.

No. 47—"Support Italian-American Labor Council."

Copies were sent to the Council's headquarters in New York.

No. 94—"Fraternal Greetings to Histadrut."

Copies were sent to the headquarters of Histadrut in Tel Aviv, Israel. Additional copies were sent to Dr. Israel Blumenfeld in Los Angeles.

No. 149—"Support Sears-Roebuck Boycott."

A copy, with a covering letter, was sent to Mr. Crowds Baker, president of Sears, Roebuck and Company in Chicago.

Resolutions Referred to Federation Executive Council

Action on resolutions referred by the 1960 convention to the executive council for decision is summed up in the executive council's report to this convention.

ANTI-RECESSION, EMPLOYMENT-ORIENTED ACTIVITIES

A substantial portion of Federation activities falls broadly into the category of action to stem the recession tide and broaden opportunities for employment. While it is not always possible to clearly separate these functions from other activities of the Federation as covered in other sections of this report, the grouping here is intended to survey those activities which stem more or less directly from the recession that fell heavily upon the state and

nation almost immediately following the 1960 Sacramento convention.

Economic Growth Conference

As pointed out in the Executive Council report, the nation's lagging rate of economic growth was selected as a timely subject for the Federation's annual labor institute which was held in San Francisco, December 5-8, 1960, at the Hilton Inn near International Airport. The Sacramento convention policy statement on the economy had emphasized that a high economic growth rate, based on the expansion of purchasing power among working people, was the key to restoring full employment in the nation. Accordingly, it was considered essential that the leadership of organized labor gain a better understanding of the economic growth problem in all its complexity.

Top flight economists and other experts from inside and outside the labor movement were secured to lead the four-day educational sessions. Visual aids were employed to help illustrate the significance of economic information assembled for conference delegates. The conference format itself embraced general sessions for major topic areas, followed by smaller discussion groups on the topic areas covered.

The first day of the statewide labor educational meeting was given to an overview of the "main issues in economic growth" in the morning session; followed by an afternoon session which was designed to relate social and economic goals to these main issues, under the general topic of "Prescription for Growth."

The remaining three days were devoted to an intensive study of major aspects of the growth problem, including the following: the respective roles of public and private investments; economic growth and economic security; economic growth and collective bargaining; economic growth and consumer protections; and the pattern of private investment, the increasing importance of institutional investors such as health and welfare and pension funds, and the use of trade union investment funds to further the social and economic objectives of the labor movement. More than 125 labor officials from throughout the state attended the conference sessions, which were led by some of the nation's foremost authorities in their respective fields, including: Leon H. Keyserling, President, Conference of Economic Growth and former chairman of the President's Council on Economic Advisers under President Truman; Stanley H. Ruttenberg,

AFL-CIO Director of Research; and Robert A. Gordon, U. C. Professor of Economics and one of the nation's leading economists.

Although space does not permit even the briefest summary of the information and economic concepts analyzed by the conference participants, it should be noted that the conference's major speakers agreed on these points: (1) that America must set its economic goals, (2) that public investments must be brought into better balance with private investments, and (3) that the added stimulus in the sixties to maintain a proper rate of growth and full employment must come from government expenditures to catch up with the backlog of unmet social needs of the people.

Recession's Impact

The Federation's economic growth conference served to bring focus on the broad economic goals organized labor must pursue to restore full employment, but the drive for immediate action was omnipresent because of the recession's impact on working people throughout the state. Early in February, Governor Edmund G. Brown ordered a survey on the recession's impact in California by his Social Welfare Director. Based on extensive interviews of public agency personnel, private community leaders, and relief recipients, unemployment was found to be substantial and "increasing" in all thirteen representative counties included in the survey. In some cases, the recession was termed the "worst since the depression of the 1930s." Various local unions reported "as many as 50 percent of their membership unemployed or working on a part time basis," and in one small lumbering community, unemployment was reported as high as 90 percent.

Unemployment was reported most serious in the construction, aircraft, steel and lumber industries. Particularly hard hit were unskilled and semi-skilled workers. Skilled craftsmen were seeking assistance for the first time in many years. Heavy joblessness was found to be most prevalent among young workers and minority group members.

Compounding the situation were the increasing exhaustion of unemployment benefits and the shrinkage of private welfare agency budgets in the face of growing case loads. Interviewers of the Department of Social Welfare noted a significantly higher frequency of evictions, foreclosures, utility service shutoffs, doubling up on housing,

malnutrition, refinancing of contracts, repossession of cars and furniture, and migration into the state from other depressed regions. The Department also reported a substantial movement away from several communities and growing evidence of increased tension in school children.

Governor's Recession Conference

The findings of the State Social Welfare Department and a statewide unemployment rate which reached a peak of 8.7 percent during the month of February, 1961, were undoubtedly contributory factors which figured in Governor Edmund G. Brown's decision to call an emergency conference in Sacramento on March 13-14, 1961, with invitations extended to approximately 100 leaders of labor, business and government to help plan remedial action in areas of critical unemployment. The Governor's decision was hailed by your secretary in the following statement issued to the press:

"Governor Brown is to be commended for his forthright action and determination to come to grips with the mounting problem of unemployment in California.

"Reports received in our office from various AFL-CIO unions indicated that this is a deep-seated recession which could easily develop into a full-blown depression unless early action is taken by both the federal and state governments.

"We recognize that the basic problems of this recession are national in scope, stemming from a failure of our economy to generate buying powers sufficient to purchase an increasing product of industry. Nothing short of a national program aimed at a more balanced distribution of the benefits of rising productivity between labor, business and the general consumer can provide the base for economic growth and full employment.

"This is the basic problem, and we are determined to keep our eyes on the main tent as we advance our legislative programs.

"Considerations for emergency action, by the same token, should focus on providing the stimulus to purchasing power that is necessary to again get the economy moving. Business and industry cannot and will not respond to any artificial stimuli that do not first boost the buying power of the consumer, and especially those at the low rung of the economic ladder who would immediately put their increased incomes in the purchasing power stream.

"In the present emergency the state has

the obligation to take supplemental action in every area in which the Kennedy Administration is moving to counter the recession.

"This means more than just speeding up public works that are already advanced beyond the planning stage. It means also that where the state has projects ready to go, but lacks financing, every effort should be made to encourage federal participation.

"We must recognize further that the main area for supplemental state action is the early development of programs to meet growing social needs in housing, urban renewal and redevelopment, education and health care facilities, rapid transit and other urban problems.

"We are firmly convinced that in the sixties a major added stimulus to our economy must come from the satisfaction of these unmet social needs. Such programs, in addition to meeting public needs, would contribute to the expansion of purchasing power and thus stimulate industrial expansion.

"This, however, is not to overlook the urgent need to update our social insurance programs, such as unemployment compensation, so that a realistic floor is placed under purchasing power. Unless this is done immediately we cannot hope to stop the current recession from feeding upon itself and developing into a full-scale depression.

"Further, our social welfare programs in California need revamping to assure an adequate level of public assistance.

"The Governor has stated emphatically that he does not intend to stand still on state problems or let anyone starve in California. Last week's report by the State Social Welfare Director indicates clearly that the counties are rapidly becoming hard-pressed for funds to meet mounting relief loads.

"As a major consideration, therefore, we urge the Governor and the legislature to immediately invoke the state relief law of 1945."

Under mandate of the Executive Council, the coordination of labor participation in the Governor's Conference was undertaken by the Federation in accordance with the guidelines of an eight point anti-recession program approved by the state AFL-CIO Executive body. (See Executive Council report.) A total of 31 labor representatives who attended the conference were briefed in depth on state-local activities to help stem the recession, and on planning at the state level, in coopera-

tion with local agencies, to advance the construction of public works projects on the drawing boards. Your Secretary, among other labor participants, sought to raise the sights of state and government officials by warning again that the major added stimulus to the economy in the current recession and the decade ahead lies in government programs to satisfy the mounting, urgent social needs of the people: recreation, health, education and welfare facilities, rapid transit, urban redevelopment and all the needs associated with our decaying urban areas, and largely unplanned suburban sprawl. Particular reference was made to the then current 1961 general session of the California legislature, and to major legislation proposed by the state AFL-CIO in these fields where state action was a matter of urgent necessity. Stressed also were retraining programs, and the creation of a state mortgage authority, patterned after the Cal-Vet program, to make adequate housing available for low- and moderate-income families priced out of the housing market by high interest rates, land speculation and the like. Your Secretary noted that new homes starts were "way, way down," that the impetus of new home building to meet real needs was essential to help the sagging California economy. In all of these, labor's plea was for state action in a fully coordinated and supplemental program undertaken with federal and local governments.

The Federation's proposal to invoke the state's emergency relief act was also aired. While recognizing its need, the State Social Welfare Director stated that the cost of invoking the statute would be about \$15 million over a six-month period, and that, while this was a legislative problem, financing was not available because of other pressing social welfare priority items before the legislature.

U.I. Benefits Extended

As indicated above, the Governor's Recession Conference was called in Sacramento while the 1961 legislature was in session. Although your Secretary's printed report on the session in the "Sacramento Story" reviews the successes and failures of the session, several actions deserve brief mention here.

Early in the session, Governor Brown informed the legislature that he had ordered all department heads to give priority to state projects in areas of heavy unemployment. This announcement of executive action was coupled with a request to the legislature for urgency action on a

bill to release \$30 million for local school construction loans, and another measure which would advance the "triggering" date for the payment of extended unemployment insurance benefits under legislation enacted in 1959. Under the quarterly procedure established to "trigger" such payments, extended benefits to unemployed persons who had exhausted their regular benefits were not due to become payable until April. By special legislation revamping the 1959 statute, the Governor recommended, with labor's support, that the extended benefits be advanced for payment during the months of February and March.

The Governor's proposal to release the \$30 million for school construction won quick approval, but employers' stalling tactics delayed passage of the U.I. bill until late in February. As a consequence, extended unemployment benefits for up to an additional thirteen weeks became payable only one month sooner than they would otherwise have become payable under the state program. Despite this delay, the Government's urgency bill provided \$6 million additional benefits to unemployed workers in the height of the recession.

By action of Congress, extended benefits under federal legislation eventually became available in California on April 10. On this date, some 57,000 jobless workers who were receiving extended benefits under the state's emergency measure were automatically transferred to the federal program. But on top of this number, extended benefits under the federal program became available to 30,000 additional exhaustees because of a provision in the federal law which dated eligibility for exhaustees back to June 30, 1960 (the emergency action taken by the state legislature only picked up jobless workers who had exhausted their benefits from November 1, 1960.)

As in the case of the state jobless benefit bill, your Secretary pressed for the enactment of the federal statute by remaining in close contact with the California delegation in Congress.

U.I. Retraining Benefits

Early action was taken also in late March by the 1961 legislative session on a labor-backed proposal by the Governor to make unemployment insurance benefits payable to jobless workers while undergoing retraining. The purpose of the measure was to make the payment of retraining benefits a part of the basic benefits structure of the state unemployment

insurance program. Prior to this action, such payments were restricted to jobless workers who had exhausted their unemployment insurance benefits during a period of high unemployment under provisions of the 1959 state extended benefits law referred to above.

The passage of the U.I. retraining bill in March was followed by passage later in the session of another job training measure authorizing the Division of Apprenticeship Standards within the Department of Industrial Relations to promote on-the-job training programs to (1) keep journeymen in apprenticeable occupations abreast of technological advancements, and (2) develop labor-management programs in non-apprenticeable occupations for workers entering the labor force for the first time, or those entering new occupations because of displacement by automation or other technological advancements.

Federal Action

While pressing for state action on the recession front, your Secretary recognized that the main burden of restoring the health of the economy was primarily a national economic problem requiring compatible and supplemental state action. In this connection, the Federation's full weight has been brought to bear on the Congressional delegation in support of the AFL-CIO's legislative priority program to come to grips with unemployment as the nation's "number one domestic problem." This has included supporting actions on behalf of the federal depressed areas bill, minimum wage legislation, liberalized housing programs, tax reform, social security liberalization, standby and emergency public works programs, and others reported below under federal legislative activities.

It is pertinent here to stress in particular the problem of overcoming long-term unemployment. Repeatedly the Secretary of Labor has called the nation's attention to this problem. In testimony before Congress in July, 1961, Secretary of Labor Goldberg pointed out that the problem of continuous joblessness for half a year or more for one million American workers "is one of the most serious aspects of the . . . economic situation."

Although the one million figure was for June of that year, the continued high rate of long term unemployment has been the most alarming aspect of the employment picture, accounting in substantial part for the failure of the overall unemployment rate to drop commensurably with the

expansion of business activities. Secretary Goldberg's Congressional testimony pointed to three groups in particular where "very long term" unemployment appears to be concentrated:

(1) Semi-skilled workers, who account for about 18 percent of the labor force, but almost 30 percent of the very long term unemployed, and unskilled laborers, whose proportionate share of those unemployed 27 weeks or more is more than triple their proportion to the labor force.

(2) Certain industries, particularly manufacturing in the building trades. Workers in steel make up about 1½ percent of the labor force but close to nine percent of the very long term unemployed.

(3) Workers under 21 or over 45 years of age. There were 550,000 unemployed out of school youths between the ages of 16 and 21 in May, 1961. Workers over 45 comprise 37.7 percent of the civilian labor force, but account for 42 percent of the long term unemployed. Many of these are men and women whose skills have become obsolete with changing technology and consumption patterns.

As the Secretary observed, "these figures underscore the critical importance of increasing the on-the-job vocational training and retraining facilities which are available to young persons and mature workers in the United States. Nothing could be more clear than the importance of providing young persons with sufficient education and training to enable them to carry out the skilled tasks which our economy increasingly requires.

"It may be noted that despite the present high level of unemployment, there are yet thousands on thousands of skilled jobs to be had for the asking — they are not filled because the skilled manpower is not available. This is the essential fact behind retraining programs provided in the Youth Employment Opportunities Act.

"For the unskilled worker who simply cannot find employment because jobs are not there, and for the older worker whose particular skills are no longer in demand, the humane and economically sensible course is to provide training and retraining facilities.

"We need to do this, and also to upgrade the skills of men who are able and interested, to do even more demanding work. On every count the facts argue in favor of programs for older workers, which will be provided by the Manpower Development and Training Act."

It is to be noted that the Secretary of

Labor's appeal to Congress was for enactment of the Administration's Manpower Development and Training Act, and the Youth Employment Opportunities Act. While the latter measure is still before Congress, supported by the AFL-CIO, the former was enacted earlier this year, and is now in the process of being implemented. In this connection, the amount of time and energy devoted by the Federation during the past two years to the manpower development problem—the problem of matching men and jobs—deserves more than passing reference.

Manpower Development and Utilization

The steady rise in the level of residual unemployment after successive recessions during the past decade, coupled with the concomitant rise in hard core or long term joblessness, demonstrates the impact of automation and other technological developments on unemployment that stems from "structural" problems of matching men and jobs. Increasingly, it has become apparent that even if a socially acceptable rate of economic growth is achieved, and sustained, unemployment stemming from adjustment to technological change would remain as a barrier to full employment, requiring the development of planned and comprehensive programs for the full utilization of our skilled manpower resources. Your Secretary, on behalf of the Federation, has given this urgent matter high priority in a relentless drive for the assumption of state leadership in the field of skill development.

In connection with the Federation's involvement in various phases of on-the-job training and apprenticeship programs—in major addresses delivered at apprenticeship conferences, journeymen graduation ceremonies, vocational education sessions, and before other public forums, as well as in the Federation's work with government agencies having direct responsibilities in the skill development field, with the Governor's office and the legislature—your Secretary, President Gruhn, and staff members have seized every possible opportunity to drive home the urgent need for carefully planned manpower development programs. The Federation's Weekly News Letter has consistently carried detailed stories on developments and activities in this connection.

The Federation has repeatedly warned that jobless workers cannot be expected to bear the brunt of displacement caused by automation. We have coupled this warning with an appeal for joint labor,

management and government action to retrain displaced workers and develop the skill potential of the state's labor force. Your Secretary has pointed out in various public appearances that the challenge we face lies in the development of our human resources and the unlocking of human initiative:

"The high rate of hard core unemployment," it was stressed in a San Diego speech in September, for example, "cannot be swept under the rug by accepting new norms for what some economists may consider an acceptable level of unemployment.

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

While there is much that can be accomplished in training and retraining programs through collective bargaining, the Federation at the same time has recognized the limitations of joint labor-management action, and the broad area for the assumption of community responsibility. In this connection, it was pointed out in the San Diego and subsequent public addresses that "the paradox of America is that we should be currently struggling to find jobs for the unemployed when one of the most serious threats to the nation's economic future lies in the shortage of properly trained skilled workers. Once it is recognized that the basic problem lies in these shortages and a dearth of planning and training programs to meet the changing skill requirements of industry, then we have arrived at the point where we can begin to understand fully the horrible waste we seem to be willing to tolerate. This waste extends not only to the existence of hard core unemployment, but also to the many prevailing discriminatory practices in employment which rob our nation of the largely untapped skills and abilities of minority groups and of many older workers."

California's Future at Stake

In California, your Secretary has pointed out that the stakes involved in coming to grips with skill development problems are doubly high because the potential we hold out for development of the skill content of our labor force is perhaps the "balanc-

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

In reference to apprenticeship programs, it has been noted repeatedly that apart from meeting projected needs for fully rounded craftsmen, our apprenticeship programs are producing journeymen at a rate barely adequate to replace those leaving their skill trades for one reason or another. For every one hundred skilled craftsmen in our labor force during 1955, projections indicate that 145 will be needed by 1975. Yet, according to reports, released by the U.S. Department of Labor's Bureau of Apprenticeship and Training, about half of the workers apprenticed in the construction industry in this country drop out of apprenticeship programs before completing their training. As was pointed out by your Secretary last October in one of several speeches to graduating apprentices:

"The implications of these developments (the quickening pace of technological advancement) are important to every journeyman because of the challenge they present in terms of keeping journeyman skills abreast of technology. The problem of skill obsolescence is real and threatening . . . but while the 1960s will confront many skilled workers with possible displacement . . . they will at the same time usher in new opportunities for upgrading. The direction in which the individual craftsman will travel, as major innovations move in on his trade, will depend largely on the extent to which he takes advantage of the retraining programs made available to him."

Federation-Sponsored Skill Development Conference

As indicated previously, the 1961 legislature took limited steps in the job training and retraining field by providing for the payment of unemployment insurance benefits while undergoing bona fide retraining, and by broadening the authority of the Division of Apprenticeship Standards to promote on-the-job training and retraining programs under the joint sponsorship of labor and management. These encouraging steps, coupled with the imminent passage by Congress of the Ken-

neddy Administration's Manpower Development and Training bill, led to a decision by the Federation's Executive Council in September, 1961, approving Federation sponsorship of two identical week-end conferences on the subject of "Job Displacement, Retraining and Skill Development." (See Executive Council report.) These highly successful labor education sessions, held in San Francisco and Los Angeles on November 10-12 and 17-19, 1961, respectively, had as their primary purpose the development of practical, usable information, so that local leaders would be in a better position to cope with the job displacement and training problems threatening both the security of union members and the well-being of workers generally.

In format, the carefully planned conferences provided for a Friday night kick-off banquet session, featuring dynamic speakers who viewed the scope of the manpower challenge under the topic, "Skill Development and Training in an Automated Age." John F. Henning, top administrator of the state Employment Relations Agency, and Director of the Department of Industrial Relations, was obtained to open the San Francisco conference. Ewan Clague, U.S. Commissioner of Labor Statistics, came from Washington, D. C., to kick-off the Los Angeles sessions.

The Saturday sessions, following the Friday night kick-off dinner, featured in the morning in both locations a combination of basic presentations on programs and approaches to job training problems; followed by workshop sessions in the afternoon to discuss the application and utilization of these tools in various industries and occupations. Emphasizing the development of practical, usable information, agency representatives charged with responsibility for administration of training programs were engaged to cover the following subject areas:

- Administration of U.I. retraining benefits, and employment service role in skill development (Mark Johnson and Louis Pagliassotti, Bay Area and Southern Area deputy area directors, State Department of Employment).

- Operation of federal skill development programs at state and local levels (Morris E. Skinner, State Supervisor, U.S. Bureau of Apprenticeship and Training).

- Development of vocational, technical and related classroom programs to meet the changing skill requirements of industry (Wesley P. Smith, State Director of Vocational Education).

— On-the-job and apprenticeship training programs, journeyman retraining, and other approaches (Charles F. Hanna, Chief, State Division of Apprenticeship Standards).

Workshop sessions in the afternoon, with skilled discussion leaders and research experts in all of the areas covered by the Saturday morning presentations, gave conference participants a choice in the following four industrial and occupational groupings: (1) Construction industry, (2) Manufacturing industry, (3) Utilities, Trade and Service Industries, and (4) Office and Technical Occupations.

The conferences were concluded with Sunday morning panel sessions which again brought together the Saturday speakers to discuss major problem areas and answer questions arising out of the workshop sessions. In both San Francisco and Los Angeles, this panel session was led by BLS Regional Director, Max Kossoris, who also summarized the conference, and outlined the pattern of community action necessary in "The Road Ahead."

It should be noted that the text of all major presentations at the conference, including the summary and Max Kossoris' outline of the Road Ahead, were stenciled and sent to all conference participants, who also received a careful selection of background materials for utilization in the conference.

In summary, it can be said that the November skill development conferences were successful beyond expectations. Besides bringing usable information to local leaders, they served as an effective forum for critical analysis of existing skill development programs and pointed to major roadblocks standing in the way of developing more effective programs. Repeatedly, in discussion sessions, conference participants pointed to the lack of usable information on skill needs projected sufficiently far in advance so that effective training programs might be developed. In this connection, union leaders were urged in their collective bargaining relationships to place high priority on the development of early warning systems for detecting well in advance any changes that may be in the wind. New machines that "suddenly" appear on the horizon, and new materials being used in construction, it was noted, generally have been in the development stage for a long period prior to introduction. In this connection, the breakdown in communications was recognized as one of the major problems in planning job training to meet the changing skill requirements of industry.

In pointing to the road ahead, Max Kossoris set forth the guidelines of a statewide approach to reduce generalities to specifics in planning manpower development programs. While recognizing that there is much that labor can do to demand of employers specific information on changing skill requirements, Kossoris said that the problem of developing the necessary training programs involves the total community effort.

Kossoris set forth the following four-point program for state action:

1. Establishment of a state manpower development council to bring together, at a top level, representatives of labor, management and public officials with scattered responsibilities in job training and vocational education.

2. Assumption of responsibility by this state manpower council for stimulating action by holding manpower conferences in each of the major labor market areas of the state. These conferences would have as their main purpose to get industry to discuss their future skill needs with the community.

3. Professional "follow-up" studies in each of the labor markets, coordinated by the state council, to pinpoint the basic skills that will be needed in the period ahead, determine the quantity in which these skills will be needed, and when. Kossoris declared that this can be done with reasonable accuracy for a period of five years in advance.

4. Wholesale revamping of vocational and on-the-job training programs as necessary to meet the requirements projected from the labor market studies.

Governor's Automation Meet

The Federation-sponsored skill development conferences set the stage for informed labor participation in a major statewide conference on automation called by Governor Edmund G. Brown in Los Angeles, November 27-28, 1961. The Governor's Automation conference was intended to come to grips with essentially the same issues—what can a free society do to take full advantage of the promise of automation and at the same time meet the challenge of new skill requirements, loss of jobs, and a host of other problems resulting from the acceleration of technological change? As the Governor pointed out, the conference was intended not to study the technology of automation, but to bring focus on: (1) defining the problems, (2) assessing present programs, and (3) formulating policies and recommendations

for action by management, labor and government to meet the challenge of automation.

Under the general chairmanship of Dr. Clark Kerr, President of the University of California and nationally recognized industrial relations expert, four principal conference divisions were established: (1) education and training for a changing technology; (2) the role of labor-management relations; (3) economic development aspects; and (4) social implications of automation. Through the efforts of the Federation, a broad cross-section of labor representation was secured in each of the conference panels and in invitations sent to conferees by the Governor. Your Secretary attended the two-day meet with President Gruhn and other staff representatives who served as panelists.

Special Session Action Urged

The four-point program for state action outlined above was again brought before the Governor's Automation conference by BLS Regional Director Max Kossoris, who, as one of the key speakers at the opening session, said that the program was a logical answer to major issues developed out of the California Labor Federation's week-end conferences on the problems of "Job Displacement, Retraining and Skill Development." The need for community action and development of public policy to find solutions to automation problems was also stressed by Chairman Clark Kerr, who said that collective bargaining had only limited application.

The favorable climate of the Governor's conference, accordingly, suggested that the time was ripe for the Federation to again press for action. In an interview held in connection with the conference, your Secretary urged that the development of "a coordinated state program for projecting skill and job training requirements" be made the subject of a special session call by Governor Brown when the state legislature convened for its regular session in the spring of 1962. The full weight of the Federation was placed behind the four-point action program outlined by Max Kossoris that was developed out of the Federation's conferences. The Federation's proposal, in turn, was fully aired in the discussion sessions of the appropriate conference divisions.

It should be noted, further, in connection with final recommendations adopted by the Governor's Automation conference, that two of the divisions urged the creation of statewide automation commissions,

but in language far less specific than the proposals embraced in your secretary's recommendation to the Governor for special session action. The conference division on the role of labor-management relations recommended that the constructive beginning of the Governor's Automation conference be carried forward "through the appointment by Governor Brown of a tripartite committee of management, labor and the public. This committee would be permanent and would make continuing studies of the impact of automation, and would make recommendations from time to time to meet the problems that arise."

Division three on the economic development aspects of automation proposed a purely advisory committee at a "high level... for a three-year period to make sure that all pertinent data are developed, analyzed, and coordinated to provide an understanding of the problems of automation and industrialization, and then to point out their long term implications, and suggest a means of achieving a balanced and dynamic society in California." No recommendation, however, was made as to specific ways in which this should be done.

Immediately following adjournment of the Los Angeles conference, in response to reporter questioning on the Federation's special session recommendation, Governor Brown indicated that he was favorably inclined toward taking action along the lines recommended, but that he had not made up his mind as to whether the initial action should be by executive order or special session call.

White House Regional Conferences

Manpower development problems were also given major consideration at simultaneous White House Regional Conferences held in San Francisco and Los Angeles, November 20-21, 1961, in connection with two of the four broad discussion topics: economic growth and full employment; and opportunities for youth.

In sequence of time, falling between the scheduling of the Federation's skill development conferences and the Governor's Automation conference, the White House conference sessions drew attention to national aspects of the problems involved. Discussions centered on the Administration's Manpower Development bill, and proposals for broadening youth employment opportunities. Consistent with the conferences' purpose of obtaining local "feedback" to the White House, problem areas relating to the

administration of the recently passed federal Area Redevelopment Act were also discussed with particular reference to skill development programs.

Again, the Federation cooperated with White House officials in securing broad labor participation in these conferences. In addition to your Secretary, President Gruhn and other staff representatives served on conference panels.

Interim Committee Testimony

As 1961 was drawing to a close, the Federation renewed its request for a special session call to develop "a coordinated state program for projecting skill and job training requirements," before the Assembly Interim Committee on Industrial Relations at hearings held in Sacramento in December. In a lengthy 32-page statement, state AFL-CIO spokesmen detailed the magnitude of the unemployment problem and the related skill development challenge in all of its complexity, and urged the legislators to recognize that California must "embark upon the community approach developed by the Federation as quickly as possible."

Noting at the time that the Kennedy Administration's Manpower Development and Training Act was still being held up in the House of Representatives after receiving Senate approval, the statement advanced the Federation's conviction that California must develop a community action program irrespective of "whether or not any federal action is forthcoming." The lower house legislators were told:

"Many of us are hopeful that the House Rules Committee roadblock . . . will be overcome when Congress reconvenes in January. If this occurs, and the broad, non-partisan support for the measure is permitted to express itself, additional manpower development funds will be made available for California. The stakes involved in this matter for our state economy, however, are much too great to tolerate any sidetracking of the issue during the 1962 special session of the legislature, on the basis of whether or not federal action is to be frustrated by the Rules Committee."

The Federation's testimony was given broad press coverage and was warmly received by the legislators. The Chairman commented that the statement was the most comprehensive and informative made by any organization that had appeared before them in their year-long study of job training problems presented by the advent of automation.

Special Session Call Issued

In the closing week of February, 1962, the House of Representatives gave its approval to the Kennedy Administration's Manpower Development and Training Act, thus clearing the way for ultimate passage of the Senate-House conference version which was ultimately approved in a matter of a few days. This development gave new urgency to the Federation's 1961 recommendation to Governor Brown that a coordinated state program for projecting skill and job training requirements be made a subject of the special session call in 1962.

Accordingly, when the 1962 budget session reconvened on March 7 after recessing for a month, the Governor called the legislature into concurrent special session, and included as one of the items for consideration the establishment of a state Manpower Commission to study automation problems. Implementing legislation was introduced by Senator Richard Richards in SB 36 providing for the creation of a permanent commission on automation and technological developments, composed of five members from industry, five from labor, three from the general public, two senators and two assemblymen. Heads of the state departments of Industrial Relations, Education, Employment, Social Welfare and the Economic Development Agency were designated in the bill to be ex officio members of the commission to assure full coordination between various state agencies in the job training field. As its major function the bill required the Commission to "undertake coordinated surveys in the various labor markets of the state to project as best possible the basic skill requirements of industry, business, and government, sufficiently in advance, and in the approximate quantity needed, to the end that such projections shall provide a body of usable information for the development of sound job training, retraining, and skill development programs for labor and management and responsible government agencies."

Other functions of the Commission were listed as follows:

- Survey and study the introduction of modern production techniques in California to determine the impact of automated processes and other technological advancements on employment opportunities; the skill requirements of industry, business, and government; the displacement of employees, and the ob-

solescence of skills among members of the labor force.

- Study and analyze the processes of and adjustment to automation and other technological advancements in the state's economy.

- Conduct surveys of current public and private programs in the field of job training, retraining, and skill developments generally to evaluate their effectiveness in providing employable skills, in reference to both the changing composition of the state's labor force and the changing skill requirements of industry.

- Encourage labor and management to undertake jointly similar surveys and projections within their respective industries and occupations to maintain a high level of private initiative in meeting the skill development requirements of both employees and employers.

In addition to employing an executive secretary and staff as may be necessary, SB 36 empowered the Commission to "accept grants of funds from the government of the United States or from any person or private agency." This provision was designed to enable the Commission to utilize planning funds for the implementation of the federal Manpower Development and Training Act, which was soon to be made available under the terms of the new federal legislation. A small appropriation of \$50,000 for the Commission was also included.

Unfortunately, by default, the bill narrowly failed to win approval at the special session of the legislature. In watered-down form, the automation proposal won approval of the Senate on April 2 by a vote of 28 to 4. It was restored to its original form with further improvements in the Assembly and passed by the lower house on April 12 by a vote of 54 to 11.

The Senate, however, refused concurrence in the Assembly amendments, which threw the measure into free conference between the Assembly and the Senate.

In conference, all the essential provisions of the measure were retained, but the name of the Commission was changed to an independent automation committee. The conference report, in turn, was immediately accepted by the Senate on a 27 to 3 vote.

In the Assembly, however, the conference report fell short by three votes of gaining the necessary two-thirds concurrence. This was in the closing minutes

of the special session in the rush for adjournment. With 53 members of the Assembly remaining in Sacramento, the vote was 51 to 2. (54 votes were necessary for passage because of the \$50,000 appropriation.)

Executive Action Urged

The loss of the Governor's automation bill at the special session was a matter of serious concern to the Federation. Your Secretary, accordingly, seized the first opportunity available following the session to urge the Governor to create a state manpower utilization commission by executive action.

This opportunity arose at the statewide forum presented by the California Apprenticeship Conference held in Los Angeles April 25-27, 1962. The Conference, which was organized in 1960, has as its primary purpose, bringing into closer relationship labor, management and government agencies, and others interested in the development of the skills of the working force. The Federation has developed a close working relationship with the Conference's executive board and permanent committees charged with carrying out its various recommendations. Your Secretary was invited to make the labor keynote address at the scheduled Los Angeles conference. (President Gruhn was named a co-chairman of the Recommendations Committee and also was selected to chair the workshop on equal opportunities in apprenticeship and training.)

The establishment of a state manpower utilization commission by executive order in order to effectively implement the federal Manpower Development and Training Act in California was made the key point of your Secretary's keynote address to the Conference. Warning that California lacks adequate labor manpower information on present and projected skill needs, the point was made that "it would be a major mistake for California to rush into a makeshift, almost exclusively classroom-oriented program, calculated to provide nothing more than partially trained manpower equipped with tools likely to become obsolete within a few short years . . ." The state's manpower problem was described as "essentially a long-term proposition extending as far into the future as we can visualize."

Conference participants were reminded that the function of the proposed commission would be to give top priority

to labor market projections of future skill needs, in sufficient detail so that effective planned community approaches to job training programs may be developed. Despite the failure of the Assembly to muster the necessary two-thirds vote for passage of SB 36, the strong majorities recorded for the measure in both houses were described as "an undeniable mandate for executive action by the Governor."

Your Secretary was careful to point out the particular importance of creating a manpower commission, with reference to the need for the expansion of on-the-job training programs. In this connection it was noted:

The new federal law will do very little to promote this type of training in California. The state's paramount need is to develop basic information on the economy's skill needs for a well coordinated and planned attack—"an attack that will recognize the vital importance of expanding on-the-job training programs, and give this kind of training its proper role in the implementation of the new federal law. Heavy emphasis on skill development programs which will serve to generate further fragmentation of skills must be avoided."

It was pointed out that "tomorrow's industry will increasingly demand skilled craftsmen with a well-rounded knowledge of the principles of their craft, equipping them for the innovations which are bound to come with increasing frequency. One of the most logical places to start on this job is in the area of keeping our journeymen abreast of technological developments in their crafts and occupations through an extension of the apprenticeship programs and journeymen training. Drastic changes in processes and materials today pose a major threat of skill obsolescence for many skilled workers. The amount of effort and expenditure required to safeguard and extend the valuable skills of this segment of our labor force is extremely modest in comparison to the economic cost if significant portions of it were permitted to wither on the vine in favor of 'quickie' training designed to meet short range needs of the economy."

It was also noted that neither the state nor the federal programs adequately provide for this crucial area of journeymen training and retraining. Current legislation does not offer adequate incentive to journeymen to acquire new skills in their crafts which would enhance their employment opportunities.

In concluding remarks, conference participants were advised:

"Let us make no mistake about it—the central manpower problem facing both the state and the nation is to avoid over-relying upon fly-by-night training approaches instead of emphasizing the development of well rounded and flexible craftsmen such as can only be produced by the basic apprenticeship program and its extension into other areas of on-the-job and journeymen retraining."

Following the apprenticeship conference, a formal request for executive action was submitted to the Governor in a letter which summarized the urgency of the situation as follows:

"May 9, 1962.

"The Honorable Edmund G. Brown
Governor of the State of California
State Capitol
Sacramento 14, California

"Dear Governor Brown:

"We were deeply disappointed when the legislature, at the recent special session, adjourned without giving final approval to your proposal for the creation of a state automation commission as embodied in SB 36 (Richards). This omission on the part of the legislature will have serious consequences for California in the implementation of the federal Manpower Development and Training Act unless urgent corrective action is taken within the limits of your authority by executive order. The problem and the challenge confronting California is essentially this:

1. The federal law goes into operation on July 1, 1962, at which time substantial funds will become available in California for the establishment of training programs and the payment of maintenance benefits for those who qualify for training under the provisions of the law. Funds for planning and starting the federal program are to be made immediately available in the interim period between now and the effective date of the federal law.
2. The federal law is primarily oriented toward classroom training, except to the extent that there may possibly be some limited subsidies available for the establishment of on-the-job training facilities. The maintenance benefits, payable up to a maximum of 52 weeks, are effectively restricted to those individuals accepted for classroom training

inasmuch as the amount of maintenance benefits is reduced proportionately by the number of compensated hours of on-the-job training. As you know, in California, virtually all on-the-job training is compensated.

3. The tendency may well be to rush into classroom programs of relatively short duration for training in fragmented skills which at the moment may be in short supply in a particular labor market, without adequate consideration of the long run consequences of such training. This is not to imply that training of this nature may not be warranted in many cases, especially where the unemployed or underemployed individual needs to acquire new or additional skills to maintain his employability in his craft or occupational category. Basically, however, California's manpower development problem is a long-run proposition. Overemphasis of training in fragmented skills which may have an immediate market could be potentially disastrous if the end result were to augment the number of already partially trained individuals in the labor market whose limited skills are one of the primary factors contributing to unemployment as technological advancements render fragmented skills obsolete.
4. The challenge to California, obviously, is to avoid a 'panic button' approach to skill development problems of an automated age which will be with us for many years to come. Implementation of the federal law in a manner which will contribute to the solution of long-run as well as short-run manpower problems requires careful planning in the development of training programs from a base of knowledge concerning skill needs of the future. At present, information on skill needs is available only in scattered bits and pieces, which makes coordinated planning of training programs in the various labor markets virtually impossible.
5. If the pitfalls of 'crash' training programs are to be avoided in the implementation of the federal law, highest priority must be given to surveying and projecting the basic skill requirements of industry, business, and government in each of the state's major labor market areas on a continuing basis to the end that such

projections shall provide a body of usable information for the development of sound job training, retraining, and skill development programs by labor and management and responsible government agencies. These projections should be made by trained manpower experts, taking into consideration not only the skill needs of existing industries and firms, but also industrial development plans and the skills which will be needed to man new plants and industries coming to California. To the extent possible, these projections should be two, three or more years in advance of actual need as may be necessary in planning appropriate skill development programs. Further, they must be coordinated at the state level so that the needs of the various labor markets are passed through a common sieve.

6. Funds to finance these basic surveys, at the outset at least, should be available from the federal government through planning appropriations and other 'study' funds authorized in the federal Manpower Development and Training Act. Every effort should be made to obtain federal funds for this purpose, even to the extent of diverting some of the funds which would be otherwise available for the immediate launching of training programs under the new federal law.

"It is apparent that the above outline suggests a community approach to the solution of our mounting manpower problems. Community support, in turn, could be effectively mobilized by executive action creating a Governor's Automation Commission or Manpower Development Committee patterned after SB 36. The essential provisions of that bill could be adapted to form a tripartite body, representative of labor, management and the public, with provisions for ex officio participation of the departments which have responsibilities in the field of skill development. The main function of the commission would be to mobilize community support behind the labor market projections outlined above, backed by the executive authority of your office to utilize state personnel to conduct the surveys under potentially available federal financing. The commission could also double as a state advisory body for the implementation of the federal law under the provisions of Section 205(b) of the federal act.

Once again, we cannot over-emphasize

the urgency of executive action by your office. We are confident also that the establishment of such a commission by executive order could not possibly be interpreted as flouting the will of the legislature. SB 36 was lost in the legislature only because it came to a final vote in the Assembly in the rush for adjournment after a substantial number of lower house members had departed for home. The vote in favor of the conference report was 51-2 in the Assembly and 27-3 in the Senate. We honestly believe that these lopsided majorities recorded in both houses constitute a clear mandate for executive action.

Thanking you for giving this matter your urgent consideration, I remain

Very truly yours,

THOS. L. PITTS,
Secretary-Treasurer."

Governor Takes Action

In the middle of June, Governor Brown announced publicly his plan to establish a 24-member automation committee with basic functions patterned after the defeated SB 36 at the special session. This action was immediately hailed by your Secretary as "a very responsible move." Although the committee will be without appropriations, and thus dependent upon the use of federal funds as they become available, it will be in a position to mobilize labor and management support behind carefully planned skill development programs.

As announced by the Governor, the committee will consist of three state senators and three assemblymen appointed by the legislature; thirteen members appointed by the Governor, of which five representatives will be from management, five from labor, and three from the general public; and five ex-officio members—the commissioner of the Economic Development Agency, and the directors of the state departments of Industrial Relations, Employment, Education, and Social Welfare.

It is anticipated that the appointments to the committee will be announced in the near future as this report goes to press.

STATE LEGISLATURE

Your Secretary's report on the 1961 general session of the California legislature was printed in the "Sacramento Story, Labor and the Legislature," which

was sent out to all affiliates in the fall of 1961. The attention of affiliates is called to this report for a detailed accounting of labor's accomplishments at that session.

1962 Budget and Special Sessions

As has become traditional in non-general session years, the Governor called the legislature into special session concurrently with the 1962 regular budget session earlier this spring. Among major actions of the joint sessions, the Legislature:

—Gave Governor Brown virtually everything he asked for in a \$2.9 billion state budget.

—Authorized state bond issues for \$870 million for submission to the voters at the June 5 primary election.

—Rejected legislation which would have relaxed the eight-hour law for women.

—Failed by default to pass (as indicated above under the manpower development section of this report) legislation to create a state manpower commission.

—Defeated all proposals for reapportionment of the State Senate, including legislation creating a new reapportionment study commission.

BUDGET AND BONDS

As finally enacted, the 1962-63 state budget in round figures totalled \$2,887,000,000. This was close to two million more than the original budget submitted to the legislature by Governor Brown, despite efforts of the Republican minority in the Assembly to trim it.

The main stumbling block which delayed adoption of the budget and threw it into a second special session, was Republican opposition in the lower house to Governor Brown's original proposal that four bond issues totalling \$870 million be divided between the June primary and the November general election ballots.

The way was cleared for approval of the budget after a compromise was reached to submit all bonds to the voters at the June primary, including a fifth proposal for \$100 million in bonds for housing of the elderly, originally approved for voter submission in November by the 1961 general session. As a result of the

compromise, the following state bond issues were approved for placement on the June primary ballot:

Proposition No. 1—\$200 million to continue state loans for local school construction.

Proposition No. 2—\$250 million to continue home loans to veterans.

Proposition No. 3—\$270 million for state construction, mostly of state colleges and University of California higher education facilities.

Proposition No. 4—\$100 million to launch a program of low rent housing for the elderly.

Proposition No. 5—\$150 million for beaches, parks, small boat harbors, and other recreational facilities.

The Governor originally recommended \$100 million but this was increased by \$50 million in the Senate.

Also on the June primary ballot the legislature placed **Proposition No. 6**, a measure extending daylight saving time for an extra month—to the last Sunday in October—beginning this year.

As reported by the Executive Council in its report, the Federation recommended a "yes" vote on all six of the propositions, and these recommendations were carried in the official state AFL-CIO primary endorsement pamphlet distributed in quantities approaching one million through local labor organizations.

Unfortunately three of the five state-wide bond issues were defeated by the voters: **Proposition No. 3**—The \$270 million state construction bond issue; **Proposition No. 4**—The \$100 million housing for the elderly bond issue; and **Proposition No. 5**—The \$150 million recreation bond issue.

Voter approval was given only to the school and CalVet bonds in **Propositions No. 1 and 2**, along with passage of the proposal to extend daylight saving time by a month in **Proposition No. 6**.

The defeat of the three bond issues was largely due to the successful tactics of the anti-Brown forces in the state legislature of the 1962 special session. This "wrecking crew," taking advantage of the lack of a two-thirds majority by the Brown forces in the legislature, forced the placement of all five bond issues on the same ballot. Observers at the legislature were convinced at the

time that this cynical gambling with the state's pressing growth needs was contrived solely for the purpose of embarrassing the Governor by throwing the state budget out of balance.

Previous California governors have regularly relied on bond issues to finance projects which were long term in nature and which would provide benefits for several generations of Californians. This form of financing is considered to be an equitable way of spreading the cost for public improvements over the years, hence allowing persons of all ages to pay for them rather than burdening the taxpayers in a given year with the expense.

Further, the 1962-63 budget was based on the assumption that \$92 million from the state construction bond issue would be available. Hence, it appeared to be good strategy at the time for the anti-Brown factions to place these bonds in jeopardy.

During the primary campaign, in addition to carrying the Proposition endorsements on campaign literature, your Secretary cooperated with various citizens' groups formed to work for passage of the separate bond issues. Press releases on labor's position were issued, in addition to supporting information carried in the Federation's Weekly News Letter. In reference to **Proposition No. 4**, particularly, your Secretary warned against the formation of an unholy alliance, backed by Richard Nixon, to defeat the use of the state's credit for low-rent housing for the aged. Press releases to this effect, pinpointing the source of opposition and calling attention to the financing by special interests of a massive public relations campaign to defeat the measure, were also issued, but the daily press gave them scant attention because of the newspapers line-up with the special interests in opposition to the housing bonds.

The success of the anti-bond ruse at the polls, with particular reference to the defeat of the state construction bonds in **Proposition No. 3**, immediately produced widespread demands on the Governor to call another special session on the subject. Governor Brown responded by convening the Legislature in special session on June 26 for the specific purpose of submitting a slightly revamped version of **Proposition No. 3** to the voters at the November 6 general election. The special session lasted three days.

With the strong support of the Federa-

tion, Governor Brown won a smashing victory by winning approval of another \$270 million construction bond issue which would be spent as follows: \$102,257,000 for the University of California; \$100,545,000 for state colleges; \$20 million for junior colleges; \$29,353,000 for narcotics control corrections; \$14,018,000 for mental hygiene; and \$4,027,000 for conservation, forestry, and firefighting. This victory was achieved despite the efforts of the state's GOP assemblymen, who fought tooth and nail under the aegis of Assemblyman Howard Thelin, Richard Nixon's liaison man in the legislature, to sabotage it.

The measure, which sailed through the Senate on a vote of 32 to 2, on Tuesday night, the opening day of the special session, won the Assembly's approval Thursday afternoon on a sharply hewn party line vote of 42 to 32.

At the special session, however, the Governor refrained from asking legislators to resubmit a \$100 million park bond issue on the November ballot, because of what he called "a completely negative attitude" on the part of GOP leaders with whom he conferred following legislative resubmission of the construction bonds. Numerous requests for action on the recreation bonds were placed before the Governor.

The revised state construction proposal, which now goes to the voters at the November general election, will be titled Proposition No. A1, and will appear at the top of the list of other propositions on the November ballot.

Defense Production Act

As indicated above, the question of renewal of the much abused and now defunct state Defense Production Act, allowing women to work beyond eight hours a day by emergency permit in defense industries, was included in the Governor's March special session call. (The background to this issue and the Federation's position is covered in detail in the Executive Council's report.)

The renewal proposals were contained in a measure to renew the old law in toto, which was never given consideration, and in Assembly bills 55 and 56 (Bane, D.). The Bane bills, which were identical except for the presence of an emergency clause in one of them, would have re-enacted a modified version of the old law, and contained provisions

which fell far short of the minimum standards set forth by the Executive Council's Committee on Legislation as acceptable to the Federation.

Nevertheless, the proponents of the legislation were able to push the bills out of the Assembly Committee on Industrial Relations, where Federation representatives testified against them, onto the floor of the lower house, where they won approval.

In the upper house, the Bane bills were referred to the Senate Labor Committee, and then re-referred to the Senate Governmental Efficiency Committee on request of the Federation. With the support of numerous affiliates which wired the Senators in opposition to the measure, and others who appeared before the Senate Committee, both measures were blocked by the Senate unit refusing to send them to the floor.

Following this defeat in the Senate committee, proponents made a strong effort to revive the measure by amendments to other legislation pending before the legislature. The Federation successfully fought these efforts since no agreement could be reached with the proponents on the establishment of effective protections to prevent abuse of the permit system and flouting of the spirit of the eight-hour law for women.

Automation Commission Bill

As described above in the manpower development section of this report, the loss of the Governor's Manpower Commission proposal at the March special session was a major disappointment to labor. As embodied in SB 36 (Richards), the Commission had as its primary purpose the study of automation problems and the projection of skill needs, as necessary to develop sound job training and retraining programs. As pointed out above, however, the bill's loss was partially offset by the creation of an almost identical commission by executive action of the Governor in June.

The Governor has announced that he will ask the legislature at the 1963 general session to again reconsider the automation commission bill and provide a statutory backing to his executive action.

Other Measures Approved

Among other measures approved by the 1962 budget and special sessions and

of interest to organized labor were the following:

—AB 29 (Rumford) Ratifies agreement between the United States Atomic Energy Commission and California for the assumption of certain responsibilities for the licensing and policing of users of radioactive materials pursuant to legislation enacted at the 1961 general session of the legislature.

—AB 49 (McMillan) Reconstitutes the State Building Standards Commission, giving the Commission broadened authority to review and rewrite duplicating, conflicting and overlapping building regulations of state agencies, and to adopt building regulations where state agencies fail to do so on request. This legislation was amended before passage to preclude weakening of job safety standards in the construction industry.

—AB 50 (Z'berg) Provides six percent salary increase for state employees earning less than \$15,000 a year.

—SB 17 (Grunsky) Clarifies the intent of the legislature with respect to the application of legislation enacted in 1961, extending the teachers' tenure law to smaller school districts.

—SB 35 (Richards) Under certain conditions, permits use of county prisoners to fight brush fires. Provides for workmen's compensation coverage of persons engaged in such work; requires supervision by professional fire fighters; and limits the number of prisoners a professional fire fighter may supervise.

—SCA 1 (Shaw) Proposes, for submission to the voters at the November 1962 general election, a constitutional amendment changing the monthly salary of state legislators from \$500 to an unspecified sum to be fixed by law, but not to exceed \$834 per month.

—ACA 9 (Kilpatrick) Proposes, for submission to the voters at the November, 1962, general election, a constitutional amendment repealing the present \$500 per month salary of state legislators, and authorizing the legislature to fix its own salaries in an amount not to exceed one-half of the pay of members of Congress as of January 1, 1962. Specifies that these salaries shall be payable monthly during the term of the member of the state legislature, and that the amount of change in compensation shall not be considered in computing benefits under the legislators' retirement system

with respect to service, and that benefits shall be neither increased nor decreased on the basis of the change in compensation.

—SJR 2 (McAteer) Requests the President and Congress to authorize an impartial study of comparative shipbuilding costs, to retain the existing six percent differential allowed for bids of West Coast shipyards for construction of ships, and to take any other appropriate action warranted by the results of the study.

—SJR 5 (McAteer) Memorializes Congress to enact a federal minimum wage law covering agricultural workers.

INITIATIVE PETITIONS

In addition to the long list of ballot propositions submitted to the voters by the legislature for consideration at the November, 1962, general election, all of which will be before the Long Beach convention for recommendation, two initiative petitions have been qualified for the November ballot. These are the so-called Francis initiative petition on subversives and a state Senate reapportionment measure.

Francis Initiative Petition

The Louis Francis initiative measure repeals the existing provision in the constitution relating to the control of subversive activities and substitutes loosely worded language which would seriously interfere with long established rights and privileges. Because of the serious threat which it posed for every citizen of the state, in April this year, while the initiative petition was being circulated, your Secretary sent an urgent letter to all affiliated organizations, calling the membership's attention to its serious defects, and recommending that union members refrain from signing it so as to prevent its qualification on the ballot. The text of the letter was as follows:

TO: All Affiliated Unions
and Councils

Dear Brothers and Sisters:

The Federation has received a number of inquiries from our affiliates as to the position of the Federation on the so-called Louis Francis Amendment Initiative, dealing with subversive activities, and particularly as to whether the petition now being circulated to place such

measure on the November ballot should be signed. After a thorough analysis and review of the proposals, it is our recommendation that such petition not be signed.

It is to be noted that Section 19 of Article XX of the State Constitution now provides as follows:

Subversive Persons and Groups:

"Notwithstanding any other provision of this Constitution, no person or organization which advocates the overthrow of the Government of the United States or the State by force or violence or other unlawful means or who advocates the support of a foreign government against the United States in the event of hostilities shall:

(a) Hold any office or employment under this State, including but not limited to the University of California, or with any county, city or county, city, district, political subdivision, authority, board, bureau, commission or other public agency of this State; or

(b) Receive any exemption from any tax imposed by this State or any county, city or county, city, district, political subdivision, authority, board, bureau, commission or other public agency of this State.

The Legislature shall enact such laws as may be necessary to enforce the provisions of this section. (New section adopted November 4, 1952)."

The proposed initiative would repeal this Article and in its stead would insert a completely new Article which, in our opinion, is not only replete with vague, uncertain and ambiguous terms and findings, but also contains various provisions which we believe seriously interfere with long-established rights and privileges. For example:

Example No. 1:

Section 3 provides that an organization may be found to be a communist-action organization, or a communist-front organization by an appellate or superior court, or the grand jury of any county, or by the Attorney General of the state, or by any court, officer, board, commission, agency, or other body of the United States Government. It is to be noted there are no procedures or safeguards as to how the investigation, or hearing,

is to be conducted and the manner or means of making the determination, or what review, if any, with respect to such determination may be provided.

Example No. 2:

Section 7 specifically picks out school teachers as distinct from all other public employees, and requires that, if subpoenaed before any committee of the federal or state legislature, they answer under oath any question with respect to present or past membership, or support of a subversive organization, and provides for loss of certificate and dismissal in the event of refusal.

Example No. 3:

Section 8 prohibits the use of public property for meetings, conferences or discussions by any group in the absence of a signed statement by the applicant that it will not be used for the commission of any act prohibited by law.

Example No. 4:

Section 10 permits mere affidavits to establish proof by an assessor in denying exemptions.

We believe the long standing record and policy of this Federation has demonstrated our firm conviction that subversive activities must be eradicated. We believe, however, that the specific provisions of Section 19 of Article XX are far superior to the vague and uncertain proposals contained in this suggested initiative, and accordingly suggest that our affiliates and their members refrain from signing the petition.

Sincerely and fraternally,

Thos. L. Pitts
Secretary-Treasurer

It is unfortunate that the Francis initiative has qualified for a place on the ballot as Proposition No. 23. Because of the nature of the issue, this misguided effort to control subversives will be difficult to defeat, but it must be stopped. At this point, it is encouraging that most of the statewide candidates for office are opposing the initiative, along with many other responsible groups and individuals who fully understand the communist threat and know how to fight it without infringing upon basic liberties of individuals.

Reapportionment Measure

Also qualifying for a position on the ballot as Proposition No. 24 is a Senate Reapportionment measure, which was originated in Southern California, after the March special session of the legislature rejected the reapportionment proposal advanced by the Governor's so-called "Blue Ribbon" commission, following the defeat of the 1960 ballot proposition on Senate reapportionment. Inasmuch as no position was taken on the 1960 reapportionment proposition, your secretary took no action with regard to the new reapportionment proposal when it was being circulated for a position on the ballot.

Proposition No. 24 would add ten seats to the 40 member Senate, giving five of these additional seats to the county of Los Angeles, and one each to the following counties: San Diego, Orange, San Francisco, Santa Clara, and Alameda.

STATE GOVERNMENT AND RELATED ACTIVITIES

A substantial portion of the time and energy of the Federation's staff, your Secretary and other executive officers is consumed in their "watch-dog" role concerning the protection of the workingman's interests, both as wage earners and as citizens, in the operation of state government. The myriad of activities undertaken in this connection extend to the functioning of interim committees of the legislature, and the presentation of statements of position and briefs, both before these committees and various administrative agencies where labor has a vital stake in the effective administration of state laws and programs. Regularly, your Secretary and the Federation staff are called upon to serve on advisory committees to state agencies, and otherwise work closely with them in trouble-shooting problems and seeking effective representation of labor's interests. The highlights of some of these activities, not covered in other sections of your Secretary's report, are set forth here.

Social Insurance Programs

The Federation's constant involvement here is determined by the crucial importance of social insurance programs to working men and women, in such areas as unemployment insurance, unemployment disability insurance, and workmen's compensation. As a member of the advisory

council to the State Department of Employment, your Secretary is actively involved in all administrative aspects of the state's employment security program. The same is true regarding the administration of workmen's compensation and the Federation's constant efforts not only to secure the prompt payment of benefits, but also to protect the program from exploitation by workmen's compensation carriers. In all these endeavors, the Federation's General Counsel has been of indispensable service. (See General Counsel's report to your secretary, printed below.)

Unemployment Compensation For Disability (UCD)

"The Sacramento Story" describes the struggle to achieve passage of the basic UCD "omnibus" bill, AB 234. In addition to raising the maximum benefit to \$70 a week, the bill achieved the long-standing goal of prohibiting private UCD carriers from "skimming the cream risks" through selection of risks in a manner adverse to the state disability fund. The bill required the Director of Employment to establish regulations prohibiting this "adverse selection" by the private carriers. This process involved a rather lengthy series of public hearings by the Director of Employment and by the Unemployment Insurance Appeals Board, as well as ultimate court action. The Federation engaged in the following action on this matter:

October 16, 1961—Participated in the public hearing held by the Director of Employment and urged drafting of a strong regulation.

December 4-5, 1961—Representation at the hearing held by the Unemployment Insurance Appeals Board on an appeal by the carriers challenging the validity of the regulation which was drafted. The carriers were denied their appeal, and the regulations would have gone into effect shortly thereafter, but on April 18, 1962, the carriers sought an injunction in Superior Court. On April 27, a preliminary injunction was issued, and the Director of Employment was forbidden to place the regulation into effect pending a determination by the Superior Court.

May 1, 1962—Your Secretary took immediate action in response to the injunction. The Federation filed a petition with the Supreme Court in an attempt to lift the injunction. The Supreme Court transferred the petition to the Third District Court of Appeals on May 2. The Court of Appeals denied the petition, without opinion.

May 11, 1962—Your Secretary then again filed the petition in the Supreme Court.

May 21, 1962—The Federation participated in a hearing held by the Director of Employment on an emergency regulation designed to prohibit adverse selection. The Federation urged immediate adoption of an emergency regulation.

June 13, 1962—The Federation appeared before the Unemployment Insurance Appeals Board. The carriers had appealed the adoption of the Emergency Regulation and were granted a hearing by the Appeals Board. The appeal, however, was denied on grounds advanced by the Federation that the Appeals Board lacked jurisdiction in this matter.

On July 3, the Supreme Court granted your Secretary's petition for hearing, and ordered the Director of Employment to proceed immediately with enforcement of the regulations protecting the state disability fund from adverse selection by the private carriers.

The high court issued an alternative writ of mandamus and set a hearing for August 28, thus staying the Superior Court injunction issued at the request of the CalWestern Life Insurance Company.

The action portends a victory for the Federation in its long struggle to end the endangering of the state fund's solvency due to "adverse selection" by the private carriers.

As we go to press, a subcommittee on disability insurance of the Assembly Interim Committee on Finance and Insurance has scheduled a hearing to review the "adverse selection" controversy. The Federation is preparing to uphold the reasonableness of the regulations as adopted by the Director of Employment and ordered into operation by the State Supreme Court. Testimony will be presented reviewing the whole history of adverse selection problems and the years of raiding of the state disability fund by the private carriers.

Workmen's Compensation

Among the major activities of the Federation in connection with Workmen's Compensation were the following:

Rehabilitation—On December 12, 1961, the Federation appeared before the Assembly Interim Committee on Finance and Insurance and urged that rehabilita-

tion as a matter of right be added to the Workmen's Compensation code. In a formal brief, your secretary expressed the viewpoint that the motivating principle in Workmen's Compensation should be to get the injured workman back on the job, back to productivity at his highest attainable skill, with minimal disability. Any goal short of this was declared economically wasteful and socially undesirable.

The Federation cited the report published by the Department of Education entitled "The Vocational Rehabilitation of Industrially Injured Workers," which confirmed the urgent need for action, with conservative estimates that some 1,000 injured workers annually would benefit from rehabilitation services.

It was emphasized that "the financing and the organization of the state's administrative agency, so that it can insure effective rehabilitation through the employment of our existing governmental and private organizations, have long been overdue. Only a responsible state agency can assure a team effort to rehabilitate the injured worker."

The Federation reminded the committee that "although it may be said that some private carriers and some self-insurers have adopted programs to provide the injured the best possible care, it cannot be said generally that either the insurance carriers or the self-insurers have extended themselves in establishing rehabilitation programs."

Labor's view on this priority need in workmen's compensation was summarized before the committee in the following words: "...our recommendation, in simple terms, is: free choice of doctor from among approved physicians, supervision of the rehabilitation program—a responsibility of the state agency, and delegation of the responsibility of the state agency to doctors carefully selected because of their special skill, on a consultant basis. Since the state agency is free to select its consultant-doctors, it is in a position to retain consultants whose knowledge of the disciplines of medicine and rehabilitation qualifies them to guide the injured workers' rehabilitation program. It follows that we are opposed to any selected system of referral on determination alone of the carrier or of the employer without supervision by the state agency."

We took the position that the cost of vocational rehabilitation should not be borne by the general public. Since it is

recognized that rehabilitation services are an extension of the provision of medical care, the cost should be borne by industry or the insurance carrier the same as in the provision of medical care.

The Federation also pointed out that the mandate to the Industrial Accident Commission should be flexible, but with the requirement that any injured worker who potentially stands to benefit from rehabilitation services should be entitled to such services as may be needed. The authority should rest with the commission to delegate its responsibility on referrals to doctors carefully selected because of their special skills, on a consultant basis.

The need for providing maintenance income was stressed in accordance with the findings of the vocational rehabilitation service that such income is necessary to provide maintenance to many claimants whose compensation payments are inadequate or have been discontinued. The need for extra income to make up for the loss of earnings while the worker is undergoing vocational rehabilitation was stressed, along with continuation of disability benefits until actual placement of the injured workman is accomplished. Assurance to the injured workman that his weekly maintenance benefits will not be cut off for any reason until rehabilitation of the individual is successfully concluded, was also emphasized.

The Federation expressed the conviction that, "since the object of rehabilitation is to reduce disability, a successful rehabilitation must not terminate permanent disability payments where in fact a permanent physical disability exists."

It was pointed out that permanent disability benefits are only a form of partial reimbursement for impairment. Since generally rehabilitation does not remove physical impairment but merely helps the injured worker to lead a more useful life, the permanent disability rating should reflect only that reduction in physical impairment, which is accomplished through the rehabilitation process.

During the 1961 general session of the legislature, the Federation was able to push a rehabilitation bill, AB 278, through the Assembly. It is hoped that the urgent need for action can be impressed upon both houses at the 1963 general session.

Insurance Rates—On July 10, 1961, and on July 16, 1962, the Federation appeared before the Insurance Commissioner on the matter of proposed changes in the premium rates for workmen's compensa-

tion insurance. The Federation argued that the present 38 percent "expense loading factor" is excessive, and that more than a mere 62 cents out of each premium dollar should be returned in benefits to injured workmen.

The Commission's attention was directed to a study published in the California Law Review by Stefan Riesenfeld. The study indicated that the average operating overhead for private workmen's compensation carriers amounted to 35.12 percent of the premium costs, or nearly three times as high as the equivalent overhead costs of the State Compensation Fund.

The Commission was informed of the drastic consequences of this unwarranted differential. It was pointed out that every time a much needed liberalization in workmen's compensation benefits was presented to the legislature, the cost was quoted in terms of both the actual benefit increase and the vastly inflated premium cost to the employer due to the expense loading factor. For every \$61.75 increase in benefits, the premium increases \$100 for employers, even though the benefit increase may require nothing more on the part of the carriers than writing a larger dollar amount on a benefit check.

The Commissioner was urged to examine the justice of continuing this practice in setting minimum rates for workmen's compensation.

In addition to the above, other activities have focused on the proper calculation of earnings for the purpose of determining workmen's compensation benefit payments, the scheduled rates of permanent disability, and other workmen's compensation items, as indicated by the General Counsel's report to your Secretary.

Civil Rights

The Executive Council's report covering the activities of its standing Civil Rights Committee sets forth in considerable detail the guidelines which have involved your Secretary in a wide variety of community efforts to implement the Federation's comprehensive policies on equal rights.

California Committee for Fair Practices

Throughout the period since the last convention your Secretary has continued to cooperate with the community civil rights groups through the California Committee for Fair Practices, on which your Secretary serves as co-chairman. Particularly, during legislative sessions and

in work with interim legislative committees, this coordinating body has been of considerable assistance in helping to implement Federation programs on behalf of Civil Rights.

In April, 1961, the California Committee for Fair Practices held a legislative conference on Civil Rights in Sacramento during the height of the session's consideration of priority equal rights legislation supported by the Federation. Your Secretary forwarded the conference call to all affiliates and urged their participation in the Sacramento sessions to demonstrate the depth of rank and file support of pending legislation. Over 300 delegates from labor and civic organizations from throughout the state attended the three-day session, where heavy emphasis was placed on the Hawkins Fair Housing bill then scheduled for hearing, as the most important civil rights item before the session.

(The accomplishments and the shortcomings of the session in this regard were described in the 1961 "Sacramento Story" distributed to affiliates.)

In its working relationship with responsible Civil Rights groups, the Federation has been called upon on numerous occasions to provide speakers at various conferences concerned with equal opportunities. For example, on behalf of the Federation, President Gruhn was one of the key speakers at the 22nd Annual State Conference of the Jewish Labor Committee in October, 1961. The conference was devoted to discussions of civil rights legislation, the growth of ultra-reactionary fringe groups, and recent developments in the labor movement. President Gruhn spoke on the history of the labor movement, with particular reference to its broadening activities in the field of civil rights.

Apprenticeship Opportunities for Minority Groups

As pointed out in the Executive Council report, in the fall of 1960 the Federation was instrumental in organizing a workshop on minority problems at the California Conference on Apprenticeship. The Conference responded to a suggestion of the workshop by setting up a permanent committee on apprenticeship opportunities for minority groups. The committee was designed to be an effective vehicle for furthering opportunities for members of minority groups in the apprenticeable trades. Two Federation

Vice Presidents were placed on the committee, and, with strong Federation participation, the committee launched a vigorous program to promote equal rights.

At a Los Angeles meeting in August, 1961, under the chairmanship of a Federation Vice President, the committee focused its efforts on developing "clearing houses" on apprenticeship training for the purpose of establishing effective liaison between joint apprenticeship councils and minority group organizations, and to compile factual information on present minority group participation in apprenticeship training.

The committee developed a program which included: speakers to discuss the problems of discrimination before the 600 joint labor-management apprenticeship committees in California; special advisory boards to assist the joint committees on problems dealing with discrimination; advisory services to youth counselors in high schools to inform them of non-discriminatory policies in apprenticeship programs and the background education necessary for entrance into apprenticeship training.

At its quarterly meeting, in October, 1961, the California Apprenticeship Council amended its rules to provide for fair and impartial selection of applicants. California thus became the first state to take such a step. The Council approved changes in the California Administrative Code establishing a basis for uniform centers of selection (apprenticeship clearing houses), and provided officially for the formation of a statewide committee on equal opportunities in apprenticeship and training, thus giving formal recognition to the work of the earlier committee on apprenticeship opportunities.

One of the outstanding early achievements of the minority opportunities committee was the establishment last fall of two demonstration projects on "clearing houses for apprenticeship" in Department of Employment offices in Fresno and Los Angeles. If these two experiments are successful, plans are to extend them to other areas of the state. The purpose of the clearing houses is to establish in communities one central location where a job applicant can obtain current information and employment counseling on all apprenticeship opportunities on a non-discriminatory basis. Both the Department of Education and the Division of Apprenticeship Standards are cooperating with the Department

of Employment in the demonstration projects.

In the demonstration projects, clearing house information for apprenticeship includes the following trade areas: auto mechanics, sheet metal, carpentry, plumbing, electricity, cement masonry, brick masonry, plastering, painting and carpet-linoleum-soft tile. Information is made available on all joint apprenticeship committees in the areas of the demonstration projects on planning standard programs, schools offering apprenticeship classes and how a prospective apprentice can become indentured in each of the crafts. Clearing house personnel take interviews and applications, classify all applicants seeking training, classify job openings reported, provide job counseling and guidance, and refer tested and counseled applicants to the joint apprenticeship committee which thus can provide outlets for the applicants' abilities and skills on a completely non-discriminatory basis.

It should be noted finally, that, in accordance with the California Apprenticeship Council's action noted above, the minorities opportunities committee adopted formal articles and officially became the Committee on Equal Opportunity in Apprenticeship and Training. The anti-bias committee made plans for a workshop at the second biennial meeting of the California Conference on Apprenticeship held in April, 1962, in Los Angeles, which was presided over by the President of the Federation. Thus, the Federation took a strong hand in the initiation of the anti-bias program, participating heavily in its growth, and has been instrumental in the successful movement for equal opportunity in apprenticeship training.

In this connection your Secretary sent a letter to all secretaries of central labor, building trades and other craft and industrial councils to inform them of various phases of the Federation's total civil rights program, with the emphasis on the progress outlined above against discrimination in apprenticeship training. This letter took the opportunity to enclose copies of statements by AFL-CIO President George Meany and Building Trades Department President C. J. Haggerty made before the special Subcommittee of the House Committee on Education and Labor in support of H.R. 8219—the so-called Powell bill before Congress, which would withdraw federal support and approval from apprenticeship programs which deny individuals an equal oppor-

tunity to participate on account of race, color or creed. Local movements were urged to follow the action of the Federation, by communicating their support of the Powell bill to their respective representatives in Congress and to the special subcommittee of the House considering it.

As another example of continuous involvement in apprenticeship opportunities, a letter was sent by your Secretary a few months ago to all councils regarding a survey being conducted by the state Division of Apprenticeship Standards concerning the status of equal employment opportunities in apprenticeship. Councils and local groups involved in apprenticeship programs were urged to extend their full cooperation so that the constructive purposes of the survey might be accomplished.

State FEP Law

The California Fair Employment Practices law (FEP) is close to three years old, having been enacted by the 1959 legislature with the active support of the Federation. Your Secretary and staff have extended full cooperation to the Division of Fair Employment within the Department of Industrial Relations and to the FEP Commission itself during this period, to help overcome many of the administrative problems involved in setting up an entirely new agency in the state. We are satisfied that substantial progress has been made in the enforcement of the state's FEP law, and that it has been an effective instrument for opening up new opportunities for the employment of minority group individuals in many occupations which had heretofore been closed to them.

Discrimination on the Basis of Age

As the "Sacramento Story" for 1961 pointed out, the legislature enacted a weak but significant piece of legislation making illegal any discrimination in employment because of age. The Federation sought stronger legislation by adding age discrimination to the existing FEP law, but was unable to accomplish this objective. The law enacted in 1961 is administered through the Department of Employment Placement Service and places greatest emphasis on job counseling and educational activities to expand employment opportunities for older workers. In this connection, the California State Employment Service has developed an informational pamphlet, "California Em-

ployers and Older Workers," which explains the legal issues and recourses available to workers who encounter discrimination in employment due to their age. The pamphlet, which also outlines the State Employment Service's policies and discusses the procedures to be followed in filing a complaint against an employer, has been called to the attention of affiliates for educational purposes and informing their members of their legal rights.

(Other areas of Civil Rights activities involving federal legislation are reported below in the appropriate section concerning Congressional action.)

Housing

At the state level, the Federation has been continuously involved in pressing for the implementation of the 1960 convention policy statement calling for the development of state housing programs, supplemental to federal programs, to meet the pressing needs of low- and middle-income groups and to cope with the problems of urban redevelopment and renewal.

Governor's Advisory Commission on Housing Problems

Although the 1961 session of the California legislature gave only limited consideration to specific state housing programs advanced by the Federation (see "Sacramento Story"), an important step toward fulfilling the state's serious housing gap was taken with the passage of AB 814, creating the Governor's Advisory Commission on Housing Problems. The Commission is charged with making a two-year study of the state's housing problems, and, in this connection, has been given a liberal mandate by Governor Brown, both by his appointments to the Commission and in the responsibility he has charged it with to come up with programs geared to the whole complex of housing problems: "core city" decay; unplanned suburban sprawl; the economics of land speculation; recreation and open space problems; as well as the housing needs of low- and middle-income groups, the elderly, the minority groups, agricultural workers, and families displaced by redevelopment and renewal projects. President Albin J. Gruhn and Vice President William Sidell number among the persons appointed to the Commission.

Through this direct Federation involvement in the work of the Commission, we

have been able to press hard for Federation-recommended approaches to state housing programs. Upon the convening of the Commission, one of the first actions taken by the Federation was to prepare a detailed outline of state housing problem areas for submission to and consideration of Commission members. This outline has helped to focus the Commission's work on the truly crucial housing issues that face the state. Thus, it is hoped that the Commission will develop meaningful recommendations for considerations by the legislature at the 1963 general session.

Similarly, as referred to in the Executive Council's report, the Federation has worked closely with the state Division of Housing in its study of farm housing problems. Again, President Gruhn has served on the advisory committee for this housing study, and has pressed for the broadening of its scope to include fringe area housing in rural communities as well as labor camp housing. It is to be noted that, while substantial improvements have been accomplished in the quality of limited housing available in farm labor camps, the dearth of family housing and the slum conditions on the fringes of rural communities remain matters for urgent action.

Also, President Gruhn was assigned to participate in the recent conference on Families Who Follow the Crops, and led the housing section of the conference in the development of liberal proposals for making decent housing available for farm laborers and their families.

Housing and Growth

Within the context of California's population explosion and growth problems, housing was made a major subject for consideration at two conferences on planning for California's growth, convened June 21 in Beverly Hills and June 22 in San Francisco under the sponsorship of the Governor's Advisory Commission on Housing Problems and the state Office of Planning. More than 1,000 housing experts, planners, architects, builders, educators and interested citizens attended these sessions.

Again your Secretary assigned President Gruhn to participate in these conferences and take part in the workshop panel on housing. The afternoon sessions of the conferences in both locations, after hearing morning speakers on problems of growth, divided into two workshop discussion groups: "Challenge of the sixties—housing" and "Challenge of the

sixties—planning.” The subjects discussed at the Beverly Hills meeting included: economic aspects of urban growth; the impact of the metropolis on resources development; organization for regional and metropolitan growth; the planners’ role in urban development; and development policy and private enterprise.

In San Francisco the conference delved into problems relating to the metropolitan landscape, organization for regional survival, economic aspects of state growth, the planners’ role in California’s growth, and development requirements for state and region.

The Federation is acutely aware of the necessity of developing housing programs within a total concept of master state development planning. It is most encouraging that Governor Brown sees the housing problem in the same light, and that his administration is taking giant strides toward comprehensive planning for California’s growth. (See planning section below.)

Housing for the Aged

One of the specific actions taken by the 1961 legislature was the adoption of legislation and the submission to the voters of a \$100 million state bond issue for the development of low-rent housing for senior citizens of low income. The Federation, by mandate of the 1960 convention, was instructed to work for the passage of this legislation at the 1961 session, and its approval by the voters.

Accordingly, on December 12, 1960, your Secretary submitted a statement to the state Senate Interim Committee on Housing and Recreational Needs for the Elderly in support of the aged housing program. The Federation statement declared that “what is disturbing to labor is not the number of elderly persons, but the generally low income levels on which they are expected to maintain themselves, their health, and their dignity. The Governor, in addressing his conference on aging, noted that three-fifths of the persons over 65 years old in the United States have money incomes of less than \$1,000 a year. Another fifth have less than \$2,000.”

It was also emphasized that those individuals who prefer not to be isolated into communities segregated on the basis of age, should be given full consideration in the development of aged housing programs. The need for easy access to transportation, shopping facilities, recreational

areas, and health facilities was stressed. Unfortunately, although the legislature in 1961 subsequently adopted the low cost aged housing program and submitted the \$100 million bond issue, the whole program was defeated by an unholy alliance of special interests who oppose using the state’s credit for this high social purpose. (See above.)

Industrial Welfare Commission Wage Orders

In October, 1961, in accordance with a statement adopted by the Executive Council (See Executive Council report), the Industrial Welfare Commission of California voted to reopen all but one of its wage orders which set minimum wages and other working conditions for the employment of women and minors in the state. The one exception to reopening was the wage order promulgated in 1961 (No. 14) extending inferior wage order coverage to women and children engaged in agricultural field work. The Federation fought unsuccessfully, on the basis of the gross inferiority of the farm labor order, to gain its reopening.

The decision to reopen wage orders followed a long series of meetings of the Industrial Welfare Commission concerning the updating and revision of the Commission’s “Minnie” budget designed to measure the annual cost of a minimum decency standard of living for a working woman. Staff representatives of the Federation participated in these hearings and pressed for a more liberalized budget, which, as adopted by the Commission and priced for June, 1961, requires \$2,854.98 a year to maintain a minimum decency standard of living for women.

Under procedures spelled out by the legislature, the reopening of wage orders requires the appointment of a wage board composed of an equal number of employee and employer representatives, with an impartial chairman, in each of the industrial and occupational categories covered by the various orders. Your Secretary, in consultation with affiliates affected by each of the orders, developed recommendations to the Commission for the appointment of employee members of the Boards, and succeeded in securing the appointment of union-oriented individuals to all boards.

Since the establishment of the wage boards, the Federation has worked closely with the employee members to develop the strongest possible position in support of liberalization of the minimum wage and other provisions of the orders. A

lengthy Federation brief, setting forth the justifications for \$1.50 minimum wage and the tightening of penalty provisions on overtime work not covered by the eight hour law for women in the Labor Code, has been submitted to each of the separate wage boards, numbering twelve in all. Several of the boards have already met, and the remaining boards will complete their work by the end of this summer, so that the Commission itself will then be in a position to hold hearings on the wage board recommendations and proceed with ultimate revision of the orders. It is hoped that this will take place before the end of the year or early in 1963.

Industrial Safety

The Federation has continued its close cooperation with the Division of Industrial Safety for the improvement of safety orders and the reduction of industrial injuries. Also, in the past two years, careful attention has been given to the problem of protecting workers from harmful exposure to radioactive materials used by industry. (See Executive Council report.)

The annual Governor's Conference on Industrial Safety has enjoyed the full participation of the California AFL-CIO movement, and has continued to mobilize pressure for constant improvement of state safety standards. Your Secretary, in addressing some 1,300 delegates to the February, 1961, conference, called for a concerted effort against the increasing hazards to industrial health and safety stemming from the growing presence of radioactive materials, chemicals, and complex machinery. Employers, industrial safety experts, and trade unionists alike were urged to recognize "that skimping on essential safety devices and controls in the face of the vast array of new industrial hazards confronting workers is tantamount to assigning a priority to technological change above human considerations. Such priority may have its place in a totalitarian society, but certainly not in a free society which places its highest values upon the welfare of the individual."

During the past two years, also, the Federation has worked closely with the Division of Industrial Safety concerning the development of a safety order covering dangerous noise levels. (See Executive Council's report.)

Consumer-Oriented Activities

The California Labor Federation has

actively participated in the Association of California Consumers during the last two years. The Association was founded in Fresno on June 18-19, 1960, and represents a cross-section of labor and consumer organizations.

At the time of its founding, the Association was endorsed for labor participation by your Secretary.

He stated, "Organized labor cannot in good faith devote its energies to gaining an honest return for a day's labor and then sanction the dissipation of these hard won gains because of the lack of skills at the market place or the toleration of widespread consumer abuses."

In a communication dated January 20, 1961, your Secretary drew the attention of all affiliated local unions and central bodies to the essential functions of the Association and the "opportunities available to support a united consumer effort in Sacramento through voluntary affiliation" with the organization.

Three months later your Secretary again communicated with all affiliates in the following vein:

"The recent conviction and sentencing of a number of executives in the electrical equipment industry for defrauding the public of vast sums through price-fixing practices has dramatically illustrated the need for adequate consumer protection. The lack of such protections is also a continuing source of weakness in our economy that has unquestionably cut into the purchasing power of workers, thus contributing to the current recession.

"Following up on an earlier communication dated January 20, 1961, we are enclosing a brochure issued by the Association of California Consumers, pinpointing some of the stakes held by Californians as consumers, in major areas such as deceptive packaging, disguised labeling, exorbitant prescription drug pricing, licensing provisions limiting competition, sales taxes, and fair trade laws. While this is by no means a complete list of consumer concerns, in itself it provides consumers with cause for alarm as to the extent to which they are being short-changed..."

The second annual convention of the Association was held in San Francisco on November 4-5, 1961. A labor representative, Mrs. Jackie Walsh, became the group's president. President Gruhn, among other labor representatives in the state, is a member of the Association's executive board and executive committee. Labor groups participated in this

convention, which was called in order "to establish a program that will strengthen our efforts on behalf of the consuming public of California and insure our continued active support of the office of Consumer Counsel in California."

Federation and affiliate representatives attending the November convention of the Association played a leading role in its adoption of a comprehensive and unequivocal program to cope with the entire range of consumer issues at both the state and federal levels.

A landmark forward step was realized in June, 1962, with the publication of the first quarterly issue of *The California Consumer*, a newsletter serving as the official organ of the Association.

Aimed at keeping consumers alert to all major issues affecting their interests, the publication is to feature stories in depth on the progress of state and national legislation designed to protect the consumers' pocketbook. In addition, it will keep consumers informed on activities taken by the state's Consumer Counsel, as well as review books dealing with consumer problems, which generally get short shrift in the daily press.

The problems confronting all consumer-oriented groups were placed in focus by the following message from Association President Walsh in the publication's first issue:

"A large task lies ahead of the Association of California Consumers. As Governor Brown said, when he asked the legislature to establish the Office of Consumer Counsel, 'We are all consumers, yet we have never been able to speak in a single voice because we are disorganized and our needs are so diverse.'

"The upsurge of interest in the protection of the consumer in recent months has been highly encouraging. President Kennedy's special message to Congress in March of this year was especially welcomed by those interested in action on behalf of consumer interests. His proposal for the establishment of a White House Consumer Advisory Council, for an increase in the authority and staff of the Food and Drug Administration, for requiring the equipment of TV sets with UHF channels, for enlarging the Department of Agriculture's meat inspection powers, for the enactment of a truth-in-lending bill, for more specific disclosure of quality and ingredients of food packages, and to reorganize the regulatory agencies, have all been applauded by friends of the consumer.

"California's Consumer Counsel, Mrs. Helen Nelson, has engaged in extensive activity over the course of the last two and one half years. Under the direction of Governor Brown, she has acted with vigor in behalf of the consumer on such matters as credit abuses, fraud prevention, misleading advertising, sales tax reforms, consumer rights in the supermarket, and in providing general informational services.

"It is the task of the Association of California Consumers to give aid and encouragement on the state and federal level to those who are attempting to secure protection for the consumer. Congressmen such as Senators Hart, Kefauver and Douglas must be given the solid backing of all organized consumer groups.

"On the state level, where the Association can function most effectively, efforts should be made to expand the budget of the Consumer Counsel, and thus enable more effective protection of the buyer in California. Only through the support of a broad, publicly based group, can the officials charged with the responsibility of protecting the consumer adequately discharge their duties.

"It is the role of the Association of California Consumers to provide this support."

Aside from its participation in the promotion of consumer interests through this device, the California Labor Federation took strong and affirmative action on the following matters at the state level:

Individual Disability Insurance

Your Secretary has engaged in a lengthy series of meetings involving the Insurance Commissioner, in an attempt to secure implementation of an act passed by the 1961 legislature. The legislature, in AB 571, required that the Commissioner set standards for individual medical and surgical policies sold by private carriers. The Commissioner was directed to draft regulations requiring that a meaningful description of each policy be set forth on the cover or front page, and also to draft regulations requiring that the benefits paid bear a reasonable relationship to the premium charged.

The insurance carriers were opposed to legislation of this nature, and embarked on a series of stalling tactics in order to prevent it from being implemented. The Federation has engaged in a lengthy correspondence with the Insurance Com-

mission and made appearances before the Insurance Commissioner on this subject.

Group Legal Practice

Rule 20, a proposed amendment to the Organized Bar's Rules of Professional Conduct, proposed to outlaw group legal services and also constituted a severe impairment of unions' rights to recommend an attorney to members.

Your Secretary, as indicated in the Executive Council's report, outlined labor's position at the June 21, 1961, hearing of the State Bar's Board of Governors in San Francisco.

Rule 20 would provide investigation and possible disbarment of attorneys entering into group legal service arrangements with labor organizations.

Your Secretary pointed out that the great increase in the complexity of laws affecting working people has sharply expanded workers' needs for legal advice. It was further pointed out that working people have been confronted with insurance companies which utilize full-time attorneys specializing in limited areas such as workmen's compensation law. The Board was reminded that it was in response to such developments that unions have undertaken group legal services for the protection of workers' interests.

Your Secretary stated "higher prices for less reliable service means a diminished volume of business for the legal profession as a whole. In turn, the legitimate rights and interests of working people will suffer from neglect."

While admitting that other types of organizations utilizing group legal services would also be affected, the Federation asserted that the principal effect would be concentrated upon working people who are often in a poor position to afford expensive legal fees on an individual basis, particularly since such costs would quite often be incurred at a time of unemployment, sickness, injury, or other personal calamity.

The proposed Rule 20 was defeated.

Regional Hospital Planning

Organized workers, as one of the principal purchasers of health services, have a vital stake in the orderly planning of new hospital facilities and their locations. Accordingly, when two regional hospital planning committees for the Los Angeles and San Francisco areas, respectively, were appointed this year in accordance

with a 1961 legislative mandate, the Federation took prompt action.

Your secretary secured the appointment of a labor member on each advisory committee. The Federation staff, in turn, has attended all meetings held in Berkeley, of the San Francisco Bay Area Planning Committee and has kept in close contact with the meeting in the South through affiliated organizations.

It is most urgent at this point that these committees not be permitted to evolve into franchizing boards dominated by persons unmindful of consumer interests.

Short Weights

The Federation has continued its relentless campaign, in cooperation with Governor Brown's Consumer Counsel, against "short weights" in the packaging and processing of foods and other consumer products. As pointed out in the 1961 "Sacramento Story," Federation-sponsored legislation to repeal the authority of the Department of Agriculture to allow "numerical short weight tolerances" in packaged and processed foods fell short of enactment and was sent to interim study committee.

In September, 1961, a representative of the Federation appeared with Assemblyman James R. Mills, sponsor of the Federation's bill at the 1961 session, to review its merits before the Assembly Interim Committee on Agriculture. At this meeting, the Federation explained the potential menace of net weight tolerances to consumers in the state. Reviewing the history of the Department of Agriculture's authority granted in 1957 to set tolerances, it was pointed out that no attempt was made by the Department to exercise such authority until 1959, when hearings were held on proposals to permit short weights on 32 frozen food items and hot dogs. Included in the proposals was a request by the retail grocers to consider the allowance of net weight tolerances in the packaging of fresh meats sold at self-service counters.

The Committee was reminded that the hearings produced such a storm of protest from Governor Brown's Consumer Counsel, Helen E. Nelson, organized labor and county sealers, that the Department and industry proponents were forced to abandon the scheme. The proposal on 32 frozen foods, it was noted, would have allowed a short weight of one ounce for each two pounds or fraction thereof of the marked package. Since frozen foods

are conventionally packed for consumers, not in two pound packages, but in "fractions thereof," the allowance of a maximum deficiency tolerance of one ounce on a package marked eight ounces would have permitted a short weight of 12½ percent (10 percent of a ten-ounce package).

Department of Agriculture officials from the Bureau of Weights and Measures, present for the September hearings of the Interim Committee on Agriculture, confirmed that they had abandoned any intention of allowing any numerical tolerances, which tolerances the Federation pointed out "would spell the end of our concept of net weights and measures" for the protection of consumers. The September hearings also brought focus on new procedures developed by the Bureau of Weights and Measures for the use of county sealers in the enforcement of weights and measures by stamping techniques based on the concept of averages. These procedures, adopted under authority also granted by the legislature in 1957, were put into operation following defeat of the proposals to authorize specific numerical tolerances. The California Labor Federation has challenged their adequacy, charging that technical deficiencies permit approval of short-weighted items.

As originally proposed, the Federation-sponsored bill in 1961 also would have repealed the Department of Agriculture's authority to promulgate such sampling procedures for enforcement. The author of the bill told the committee, however, that this feature of the measure was removed pending the accumulation of experience by sealers on the use of the new sampling procedures.

In conclusion, the Federation called on the interim study Committee to recognize the importance of maintaining a sound weights and measures law, in these words:

"Like every member of this committee, we know that net weights and measures laws are an essential exercise of the state's policing power in the interests of the general public and so-called consuming public, but we know also that sound legislation in this field, effectively enforced, is essential to the operation of a competitive free enterprise system.

"Our aim is always to protect the consumer with honest weights and measures, but at the same time, we want to make sure that in the competition for the consumer dollar no advantage is given to the chiseler over the honest businessman . . .

"Modern methods of packaging and preparing items for the consumer shelves inevitably present a number of problems in regard to weights and measures. Machines may be very efficient, but sometimes they also present problems of accuracy in weights and measures.

"No one wants to stifle the introduction of modern methods, but we have a fundamental interest in making certain that technological advancement is a truly competitive factor in our free enterprise economy, and that our laws are not such that they might possibly lend their use to a few dishonest individuals who see also the opportunity to do a little milking of the consumer.

"Certainly, in this day of scientific and technical knowledge, it would be something more than ironical if we allowed ourselves to get in a position where we would be unable to say when a pound is a pound.

"We do not believe that a weights and measures law should be written so that a processor may write on a package that the contents weigh one pound when he knows that it is less than one pound. At the same time, in the enforcement of weights and measures, there must be room for reasonableness in recognizing that machines and men can occasionally err, without damning someone as a cheater."

Standards for State Employees Health Plan

In 1961 the legislature enacted the so-called Meyers-Geddes State Employees Medical and Hospital Care bill. Under this measure, the state contributes \$5.00 monthly toward offsetting the cost of health insurance coverage for each state employee.

Your Secretary has followed very closely the development of rules and regulations on the implementation program by the State Employees Retirement System Board of Directors. We have sought the approval of high standards for the protection of state employees and their dependents who are consumers of medical services. In a statement filed with the Board in September, 1961, when the rules were in the process of being formulated and adopted, the Federation sounded a note of caution against "sacrificing quality and effective controls for the sake of achieving what may appear to be the shortest route leading to the final adoption of regulations governing the program." The Board was urged to

utilize the state's bargaining power in order to develop high standards for state-wide plans approved for the state contribution.

As of this date, implementation of the state employees health and welfare program has proceeded under standards which have secured the best of available voluntary plans for state employees.

Problems of the Aged

In various phases of this report, in connection with specific issues, references are made to activities of the Federation concerning the problems of the aging and aged. The full scope of these issues was brought into focus by the Governor's Conference on the Aging, which was held in Sacramento, October 3-4, 1960, preliminary to and in preparation for the White House Conference on the Aging which followed in Washington, D. C., January 9-12, 1961.

Your Secretary assigned Federation President Gruhn to lead a large delegation of labor representatives at the Sacramento conference on invitation of the Governor. The Federation's President also headed a major conference division on housing. Strong recommendations on housing, and others concerning economics, unemployment, rehabilitation, social welfare, education, and other problems of the aged highlighted the conference's accomplishments.

The Sacramento conference endorsed recommendations submitted by the Governor's Commission on Employment and Retirement Problems of Older Workers, in support of a state law prohibiting discrimination on the basis of age in hiring, expanding counseling and placement services for older workers, and establishing a permanent state Advisory Board on Problems of Older Workers. In this connection, it should be noted that your Secretary's administrative assistant served as a member of the Governor's Commission, whose recommendations later resulted in the enactment of anti-bias legislation on the employment of older workers, by the 1961 general session of the legislature, as referred to previously.

In other areas, among the recommendations advanced by the Governor's Sacramento conference, were the following:

- Far-reaching recommendations on the better organization of health care and rehabilitation services for the aged.

- Recommendations for advancing the educational opportunities of retired indi-

viduals, backed up by specific recommendations at the state and local level.

- Recommendations to provide for substantial increases in monthly old age assistance payments, and their adjustment to changes in the consumer price index; extension of old age assistance to non-citizens who have resided in the United States for 25 years; better relationship of old age assistance to the varied requirements of single persons, married couples, and individuals with various types of living arrangements, with increased payments to those requiring out-of-home care.

- Also recommended were Federal housing action to authorize 10,000 units annually of low-rent housing for the elderly; authorization for local development agencies to contribute land to non-profit quasi-public or private corporations for low-rent senior citizens' housing; enactment of a new state loan program utilizing self-liquidating bonds similar to those used to finance the Cal-Vet farm and home loan program, for purposes of providing low-cost financing of homes for the elderly; and other far-reaching housing proposals.

While the implementation of a number of these recommendations has either been carried out or is in the process of being carried out, as in the case of the far-reaching and unprecedented liberalization of aged social welfare programs by the 1961 legislature, much remains to be done.

In summary it can be said that the Sacramento conference was a major success except in the area of health care for the aged. A well-organized team of medicos, aided and abetted by professional private insurance representatives, prevented the Governor's conference from expressing its support of health care for the aged under social security. The medical association-insurance company coalition ran roughshod over the hopes and aspirations of the aged and marred the otherwise constructive conference.

Governor Edmund G. Brown, in a fighting speech for legislative action, made health care under social security a key point in his recommendations to the more than 3,000 delegates attending the Sacramento Aging conference. Labor delegates, who fought unsuccessfully side by side with hundreds of senior citizens against the medical-insurance forces, to secure constructive action on the medical care front, filed a blistering report to the final conference session, exposing the "Khrushchev-like" tactics of the opposing special interests. This report advanced labor's

support of aged health care under social security within a seven-point comprehensive program of action, but was ruled out of order inasmuch as all recommendations of the conference came from the separate sections rather than by action of the conference as a whole.

The failure of the Sacramento conference to advance support for aged health care under social security, however, proved to be no barrier to action by the White House Conference on the Aging in January, 1961. With the active participation of President Gruhn, representing the Federation, the appropriate section of the White House Conference overwhelmingly advanced support for the social security principle in aged health care. (See federal legislation section below regarding activities of the Federation in connection with specific aged health care legislation before Congress.)

California Growth

California's staggering growth problems, alluded to previously in connection with housing, were dramatically brought to the attention of the public in January this year, when the Governor announced that California would become the nation's most populous state on December 21, 1962. In advancing plans for the "biggest party the state has ever seen" on that date, Governor Brown, however, cautioned the public on the "vast implications" of the event. "More than ever," he said, "California will be in the world spotlight as the testing ground for American freedom and enterprise. Our voice in Washington will carry new authority. Our responsibilities will increase many fold."

In response to the Governor's announcement and plans for recognition of this historical event, your Secretary wired the Governor organized labor's full support of the celebration idea, placing emphasis on planning an event which reflects the growth challenges the state must face. The text of the wire was as follows:

"The California Labor Federation, AFL-CIO, warmly applauds your plans to celebrate a truly historic event when California becomes the most populous state in the nation in December, 1962.

"The more than 1,375,000 AFL-CIO members in this dynamic state, I am certain, share your thought that this should be 'the biggest party this State has ever seen.' We pledge our wholehearted cooperation with business, industry, civic and social groups which are

enthusiastically joining with you to plan a celebration that reflects the momentous nature of the event.

"It is fitting that our golden state should achieve the nation's highest ranking at the close of your progressive Administration's first term of office. In the face of a serious national depression, your leadership has enhanced California's position as the nation's first choice among businessmen for industrial expansion. Your programs and policies reflect deep understanding that sound growth has its base in a high standard of living economy, in government services and programs to meet the mounting social needs of our exploding population, and a public education system equal to the challenges freedom and democracy must face in the sixties.

"We concur in your statement that 'California will be in the world spotlight as the testing ground for American freedom and enterprise.' Let us plan a celebration that reflects both our pride of achievement and this challenge of growth."

State Planning Office

The implications of becoming the most populous state in the nation have given new urgency to the effective functioning of the State Office of Planning and the Economic Development Agency, both of which were created by legislation proposed and signed into law by Governor Brown in 1959. Repeatedly your Secretary has seized every opportunity to bring focus on the planning functions of the state, and the necessity of proceeding at once under 1959 legislation with a master "state development plan," coordinating physical planning, land use, and maximum development of both our limited human and natural resources for balanced growth.

Reflecting full awareness of the need for coordinated state planning to meet the challenge of California's mushrooming population, Governor Brown in January ordered accelerated work on the state's development plan. As a result of the Governor's order, five new positions, including those of four professional planners, were approved for inclusion in the 1962-63 budget adopted by the legislature. Just recently, the Governor reported on the progress his Administration was making in the area of planning, at the conferences on planning for California growth, which he called in San Francisco and Los Angeles for June 21-22, 1962. He an-

nounced at that time that the U. S. Federal Housing and Home Finance Agency had approved his Administration's request for a \$376,000 grant in funds to prepare the first phase of a comprehensive economic development plan for the state. This amount, he pointed out, will be matched by the state with \$188,000 in staff time and funds. The total funds are to be used to carry on six studies covering land use and transportation; agricultural land policy; natural resources; forestry; capital outlay; and population and economics. In this connection, also, the Governor said, the state will develop specific supporting policies in such fields as housing, transportation, industrial development, and recreation. "The public must understand," the Governor said, "that planning is not mere paper shuffling. It is not a process that halts vitality and growth in a dynamic state. It is a process which helps give direction to our expansion."

Your Secretary hailed the Governor's report and the actions of his Administration to expand the scope of California's Office of Planning to study and coordinate a sound, statewide, long-range master development as "a bold, positive stride forward in harnessing of this state's economic power to maximal advantage." It was pointed out that the labor movement was "at one" with the Governor's concern "lest speculation or hasty, ill-advised land use swallow up the state's most advantageous and competitive industrial sites and thereby curb employment opportunities for workers in the state." While expressing pleasure at the Governor's grasp of the wide-ranging nature of the need for coherent state policy on economic growth, your Secretary noted that the Governor's speech also emphasized "that the impact of the European Common Market on our agriculture, the effect of automation on our labor force, and the relationship of a changing transportation technology to our urban patterns, are forces of the future that must be understood and planned for today, in order to assure a sustained economic prosperity for the state tomorrow." In support of the Governor's planning efforts, recognizing that the unabated growth in population presages no letup in the more than 200,000 new jobs needed annually in the state, your Secretary added:

"Economic growth of this magnitude cannot be met by haphazard, piecemeal programs that look scarcely beyond the tip of our nose. It must, as Governor Brown proposes, be planned, promoted and nurtured by a bold, imaginative and

comprehensive master plan that refuses to compromise with excellence."

Balanced Industrial Growth

In connection with planning for growth, the Federation has continued to emphasize the need for balanced industrial growth in California. Your Secretary has been forthright in pointing out that California's major contribution to the defense of the nation against the communist conspiracy has not been without its problems in many areas of the state, particularly in the South, where industrial growth has seen an overbalance of defense industries in specific areas, causing serious job displacement problems as defense expenditures and allocations within the state have vacillated. While pressing at all times to retain California's share of defense production expenditures, based on California's superior qualifications to handle defense contracts, the Federation at the same time has urged more attention to planning for a balanced industrial growth necessary to sustain our constantly growing labor force in full employment. As reported by the state's Economic Development Agency, in a study of California's industry, approximately 35 percent of manufacturing in California is related to defense, compared to a national average of 15 percent. California's leadership into the space age has resulted in the employment of more than a million persons in defense or related industries, with almost half a million of them in ordnance, aircraft, electronic and instrument industries alone. During the first nine months of 1961, for instance, the Department of Defense issued contracts totaling \$17.8 billion, with more than \$4 billion, or approximately 24 percent, going to California. The second highest state was New York, which received \$1.9 billion, or approximately eight percent. These California figures, it is pointed out, do not include the additional millions of dollars California manufacturers received acting as subcontractors for out-of-state industries. Nor do they include the contribution which California's productive capacity makes to the economic welfare of all of the other western states.

The necessity of constantly striving to achieve balanced industrial development, not only in relation to defense and non-defense work, but also in relation to other economic activities in the various labor market areas of the state, has been a major Federation consideration in its participation in various conferences concerned with planning problems.

California Industrial Development Conference

Accordingly, the Federation has annually joined with responsible business groups and public agencies in the sponsorship of industrial development conferences. The fifth such annual conference was held in San Francisco October 20, 1961, to discuss as the conference's theme "Industry's Changing Role in California's Future." Federation Representatives were assigned to speak at the conference and participate in its various sections, along with other local leaders who were urged by the Federation to attend.

In these and similar activities, your Secretary has been able to impress upon responsible groups and individuals in the state the full scope of labor's involvement in programs which relate to the welfare of all Californians. At the same time, we have sought to educate many of our opponents to the constructive thinking that underlies broad legislative programs advanced by the Federation in Sacramento.

Jury Duty Pay

State legislation sponsored by the Federation to provide full wage-loss compensation for jury duty was introduced at the 1961 session of the legislature, but failed to be enacted. The proposed measure, AB 439 (O'Connell), instead, was referred to interim committee for study.

In this connection, the Federation presented a statement to the Assembly Interim Committee on Judiciary in February, 1962, advancing the need for enactment of the O'Connell bill and pointing out that the proposed legislation "goes to the very heart of implementing democratic practices as well as a fair and impartial administration of justice." The statement noted that the normal jury duty fee in California is set by law at \$6.00 per day, and that this rate of compensation penalizes the average California worker by more than \$16.00 in lost wages for each day spent on jury service.

In other supporting arguments for action, the Federation's statement pointed out that "people in average or low income circumstances deliberately abstain from registering as voters because they cannot afford to undertake the financial sacrifice involved in jury duty. The practical effect is to compromise the democratic process by diluting representative government. . . . this reduction in the potential pool of jurors is in addition to the thousands of low- and middle-income housewives who exclude themselves

through non-registration because normal remuneration for this duty is inadequate to defray the expenses of transportation, meals away from home, and babysitter costs." The impact of such factors, the statement concluded, is to largely exclude working people from participating in jury duty, thereby contributing to potential bias in our judicial procedures.

Health and Welfare Premiums During Strikes

In many areas of activities, as indicated in numerous portions of this report, legislative enactments require considerable follow-up action to secure implementation. An example of this in the miscellaneous category was the passage of AB 1530 by the 1961 legislature, requiring that group life and disability insurance policies secured through collective bargaining agreement contain a provision for continuance of coverage of employees during work stoppages, through individual premium payments. The Insurance Commissioner was directed to draft regulations putting this legislative mandate into effect.

The insurance carriers, however, advocated regulations which would give this legislation the narrowest possible interpretation. Accordingly, the Federation became involved in a lengthy series of correspondence, negotiations, and public hearings, with the Insurance Commissioner. Eventually an agreement was reached on most of the controversial issues, but the Insurance Commissioner persisted in construing the act to mean that only policies issued after September of 1961 were covered. Your Secretary challenged this regulation and invoked a right, provided by law, to demand that the Insurance Commissioner seek the opinion of the Attorney General on the matter. A formal request to this effect was submitted to the Insurance Commissioner and the Attorney General is currently in the process of making a determination.

Rehabilitation and Employment of the Handicapped

California labor's concern for rehabilitation and employment of handicapped persons has been demonstrated repeatedly, not only with regard to the industrially injured, but to handicapped individuals generally. In cooperation with the Governor's Committee on the Employment of the Handicapped, of which your Secretary is a member, the Federa-

tion has encouraged local unions to take part in community efforts to come to grips with handicapped problems through active participation in the functioning of local committees for the employment of the handicapped. The vital work of these local committees has been the subject of communications to central labor bodies, pointing out that organized labor should concern itself with the expansion of employment opportunities for the handicapped in accordance with their capabilities, and at the same time guard against their exploitation by unscrupulous employers. Repeatedly the Federation has warned that rehabilitation and employment projects for the handicapped carry a potential for lowering of labor standards of non-handicapped workers if the labor movement does not involve itself at every level in the development of these programs and in their functioning.

Again this year, as in previous years, the Federation has cooperated with the national AFL-CIO in demonstrating labor's concern for the handicapped in connection with the nationwide annual essay contest for high school students conducted by the President's Committee for the Employment of the Handicapped. Each year, the statewide essay winner for California, selected by the Governor's Committee for Employment of the Handicapped, has been provided an expense-free trip by the Federation, to Washington, D. C., to participate in the national contest. The theme of this year's contest was the "Role of the Community in the Employment of the Handicapped." Timothy H. Ingram of Western High School in Anaheim, Orange County, was the state winner. President Gruhn was one of the judges who selected the statewide winner and the four runners-up.

In connection with the Federation's involvement in handicapped rehabilitation activities, it should be noted that the National Rehabilitation Association held its 1961 convention in San Francisco during the month of October. Your Secretary worked closely with rehabilitation officials in the state to help promote labor participation in this national conference. A Federation representative was assigned to address one of the conference's major sections, concerned with the role of organized labor in the rehabilitation of the handicapped. It was pointed out at that time that "each year has marked the growing emergence of the concern for the rehabilitation problems of all the handicapped as compared to labor's earlier tendency to be preoccupied almost exclusively with the industrially disabled."

ANNUAL FEDERATION SCHOLARSHIP

Each successive year of the Federation's annual scholarship competition for graduating high school seniors has seen an expansion of participation throughout the state. The 1961 and 1962 competitions carried the program into its eleventh and twelfth years respectively.

The five \$500 awards offered in 1961 were increased this year to seven as the result of the increase in the number of local organizations who are sponsoring \$500 awards under the rules and regulations of the Federation's statewide competition. Originally, it will be recalled, the annual scholarship competition started out with the Federation's sponsoring three \$500 awards. In 1960, the number was increased to six when the Los Angeles Building and Construction Trades Council, and the California Legislative Board of the Brotherhood of Railroad Trainmen joined in the sponsorship of additional annual awards, and the Painters District Council No. 36 of Los Angeles entered the program on a biennial basis offering the Roderick Mackenzie Award every other year. This year, the number of additional awards was increased again when the Los Angeles District Council of Carpenters entered the program on an annual basis with the sponsorship of an additional \$500 award.

Your secretary is pleased to note that the 1963 competition will be augmented by two additional \$500 awards. The California State Council of Carpenters, and the Carpenters Ladies Auxiliary State Council have advised the Federation that they wish to join with the other local organizations in sponsorship of an annual \$500 award under the Federation's program.

The winners of the five awards in 1961, selected from 450 students who participated in the competitive examination out of 730 original applicants, were as follows: Martin Burkert, Abraham Lincoln High School, San Francisco; William A. Soldwisch, Pasadena High School, Pasadena; Walter C. Ficklin III, Madera Union High School, Madera; Alan Baron, C. K. McClatchy Senior High School, Sacramento; and Michael W. Baugh, Notre Dame High School in Tarzana.

The winners of the seven awards in this year's contest, selected from 518 students who took the competitive examination out of a record number of more than 800 original applicants, were as follows: Barbara A. Rhine, Morningside High School, Inglewood; Jayne M.

Knoche, Fallbrook Union High School, Fallbrook; Joseph W. Powers, Westchester High School, Los Angeles; Marcia B. Kump, Polytechnic High School, Riverside; Bruce Henschel, Alameda High School, Alameda; Virginia Ann Ramsey, Junipero Memorial High School, Monterey; and Melvin E. Page, El Capitan High School, Merced.

Under the rules of the Federation's competition, the winners may apply the \$500 awards at any accredited college or university of their choice. No restrictions whatsoever are placed on the future course of study undertaken by the winners.

In addition to the \$500 cash awards, the 1962 scholarship winners will receive an expense-free trip to the Long Beach convention as guests of the Federation. They will be presented to the convention at a special scholarship presentation ceremony at the Wednesday afternoon session.

Your Secretary is appreciative of the cooperation received from local central labor bodies and unions in publicizing the scholarship program. Under the program, the scholarship announcements are sent to all public and private high schools in the state late in January of each year. Central labor bodies and local unions are also sent copies of the announcement and are urged to seek the cooperation of high schools in the dissemination of information on the awards, through regular scholarship channels. During the period for receipt of applications, central labor bodies are kept informed as to the number of applications received from their areas, so that they in turn may take appropriate action where it is apparent that the school officials are not cooperating. In many instances, central labor bodies have been of assistance not only in troubleshooting problems, but also through their special efforts to communicate with the high schools in their areas to broaden the base of participation.

The Federation is also deeply grateful for the cooperation received from the University of California and state college personnel who grade the examination papers and screen them for ultimate selection of the winners by a committee of three judges. Serving on the Judges Committee for both the 1961 and 1962 scholarship competition were: Benjamin Aaron, L.L.B., Director, Institute of Industrial Relations, University of California at Los Angeles; Frederick A. Breier, Ph.D., Associate Professor of Economics, University of San Francisco, San Francisco; and Leon F. Lee, Ph.D., Associate Professor, Depart-

ment of Industrial Relations, San Jose State College, San Jose.

As in the past, 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 and metropolitan press.

FEDERAL LEGISLATION

The policy mandates of the 1960 convention in areas involving federal legislation and administrative action have continued to absorb a substantial portion of the Federation's time and energy. The scope of these federally-oriented activities and the problems of maintaining effective communications with the California delegation in the House of Representatives and with the state's two U. S. Senators, have required the development of a close working relations between the national AFL-CIO Department of Legislation and local movements, with the Federation as the central link for the mobilization of labor's support behind various issues having AFL-CIO legislative priority. Your secretary, accordingly, has repeatedly called upon central labor bodies to help set up procedures locally whereby immediate communications may be generated to members of the California delegation from any area of the state in support of federal legislation.

The Federation, in addition to communicating the state AFL-CIO's views on pressing congressional issues of any particular moment, has played an indispensable role in alerting local movements to the priorities of the national AFL-CIO legislative department in its direct working relationship with Congress.

The assumption of office by the Kennedy Administration in January, 1961, of course greatly intensified the level of Federation involvement in national issues. In the year and a half that has lapsed since this major national event, the labor movement has been called upon to generate community support for many pressing programs advanced with labor support by the Kennedy Administration, which programs, during the years of the Eisenhower-Nixon administration, had suffered seriously from a "do nothing" conservative orientation toward urgent socio-economic issues. Throughout this period, the Federation has assumed its full responsibilities as the state arm of the AFL-CIO. Your secretary has made numerous trips to Washington, D. C., where congressional action has required personal attention. While attending national AFL-CIO-called economic and

legislative conferences both in 1961 and 1962, for example, your secretary seized this opportunity to meet with the California delegation both individually and as a group on legislative priorities. In connection with these national legislative conferences and follow-up activity, the work of the Federation with Congress has been coupled with extensive educational activities to better inform local leadership and membership on congressional issues. This has been done regularly through the Federation's Weekly News Letter and by making available printed materials on specific issues in pamphlet and similar forms. Regularly, through the News Letter and otherwise, affiliates have been kept informed of the development of such pamphlet materials, their availability, and how they may be obtained in quantity. A good example of this type of literature was the pamphlet, "A Positive Program for America," which embraced the legislative priorities of the 1961 AFL-CIO conference in Washington, D. C. This was followed up by distribution of "Fact Sheets" on the same issues.

Again this year, following the January AFL-CIO legislative conference, "Fact Sheets" covering eight issues which make up the AFL-CIO basic legislative program to "Get America Back to Work" were distributed through the Federation. In the distribution, it was pointed out that the Fact Sheets are an indispensable aid to local organizations in letter-writing campaigns and in communicating on issues generally with representatives in Congress. Issues covered by the current fact sheets are as follows: (1) Health benefits for the aged through Social Security; (2) Unemployment; (3) International Trade; (4) Taft-Hartley and Landrum-Griffin; (5) Improving the federal tax system; (6) The crisis in the schools; (7) Civil rights; and (8) Consumer protection.

The sections that follow on federal activities are meant to be illustrative of the Federation's involvement rather than exhaustive in presentation.

Rules Committee

The perennial issues of Rules Committee scuttling of liberal and civil rights legislation again confronted the 87th Congress as it convened in January, 1961. Determined to rid the nation of this undemocratic obstructionism, the Kennedy Administration proposed that the Rules Committee be expanded by three additional members.

Well aware of the heavy-handed control

exercised for many years by the reactionary elements dominating this Committee via the seniority rule, your secretary wired the House delegation on January 25, 1961, in the following vein:

"Urge your consideration of Rules Committee expansion on merits relating to the democratic functioning of the House. We strongly believe that every congressman has a vital stake in assuring that a committee on procedure does not have the authority or power to thwart the operation of the House committees in approving legislation for consideration on the floor. Urge favorable vote for expansion of Rules Committee when issue reaches House."

On January 31, by a vote of 217 to 212, the House approved the increase in membership of the Rules Committee and thereby greatly enhanced the prospects for the new Administration's legislative program being brought before the full House for consideration.

NLRB Reorganization Plan

Recognizing the tremendous confusion and delay marking the administration of the nation's basic labor law, the Kennedy Administration submitted to Congress its Reorganization Plan No. 5 to revamp the NLRB's operations.

In view of the fact that 426 days were required by 1961 to process the average unfair labor practice case, generally to the detriment of workers and their organizations, the need for modernization of procedures was highly apparent.

The reorganization plan would delegate to trial examiners authority to make decisions in most unfair labor practice cases, with review by the full Board available only in certain specified cases. Under existing practices, the minute examination of evidence by trial examiners was too often duplicated by the Board itself. The obvious results of such an approach was the compilation of a tremendous backlog of unresolved cases.

In July, 1961, your secretary urged the entire California delegation to lend their support to the elimination of such obsolete practices. Despite the concerted efforts of the labor movement, the reorganization plan was disapproved on July 20, 1961, by a 231-179 vote endorsing H.R. 328.

Depressed Areas Bill

At the beginning of March, 1961, the Depressed Areas Bill (S.1) was reported favorably by the Senate Banking and Cur-

rency Committee. Senators Engle and Kuchel were immediately advised by your secretary of labor's position on this issue, in a wire which read:

"We urge your fullest support for aid to depressed areas through passage of S.1 and backing of Area Redevelopment Administration as an independent agency. California labor views this bill as a badly needed anti-recession measure. It would extend over \$400 million in grants and loans during the next four years for plant and community facility construction, technical assistance to local communities, and aid to job retraining programs."

The Federation alerted all central labor bodies to the need for the widest possible immediate expression of support for this measure. The Senate endorsed the bill on March 15, and the House followed suit two weeks later. The 6-year effort to enact a major program of federal aid to areas of chronic unemployment was culminated on May 1, 1961, when President Kennedy signed the measure into law. In its final form, the Area Redevelopment Act carried a 4-year, \$394 million appropriation.

Within two weeks, Secretary of Commerce Luther Hodges appointed President Gruhn to the National Public Advisory Committee on Area Redevelopment. The Federation's president has served commendably on this 25-member body composed of representatives of labor, management, agriculture, state and local government, as well as the public at large.

The primary purpose of the Committee is to provide the Secretary of Commerce with recommendations for meeting the problems of long-term unemployment in various areas of the nation and in depressed segments of the economy.

The national Advisory Committee has been particularly concerned with job training programs developed under the Depressed Areas bill, as indicated by the following excerpts from the report of the Manpower Development Subcommittee of the overall Advisory Committee covering the first year's operation of the program:

"... About 9,000 unemployed and underemployed men and women stand to benefit from the programs already initiated through the achievement of new skills and gainful employment.

"Furthermore, the ARA RETRAINING PROGRAM HAS been serving for several months as a useful pilot project—testing various techniques of selection, organization and training—the result of which should prove of substantial value to those

responsible for guiding the nationwide Manpower Development and Training Act. Sufficient projects have now been concluded to justify the beginning of a careful evaluation to determine the extent that ARA Retraining is effectively fulfilling its objectives. We wish to know more about such matters as final job placement and the length of time involved, the impact of the program upon community labor standards and the extent that the program is effectively meeting the needs of the long-term unemployed and underemployed.

"The committee believes that the ARA Retraining Program should continue to serve as a device for experimentation with the special techniques required to meet the difficult problem of the so-called 'hard-core' unemployed and underemployed in the chronically distressed areas. To proceed effectively in this effort, however, the benefits available to trainees should at least be equal to those now available under the nationwide Manpower Development and Training Act. The committee recognizes the critically important organizational role played by the Departments of Labor and HEW and their affiliates and respectfully suggests that they provide such additional staff in the Redevelopment Areas and at the federal level as is needed to handle the difficult task of developing training programs in these regions where opportunities and facilities are few. Furthermore, we urge the Departments concerned to continue to analyze the implementation of the training program in these hard-hit areas as a step towards developing whatever further procedures might be required to insure the success of this important phase of Area Redevelopment."

Before the benefits of the Area Redevelopment Act can become available to a stricken area, the people of the community in question are first required to take certain steps. Noting the importance of labor participation in such local initiative, the secretary quoted AFL-CIO President Meany in his October 9, 1961, communication addressed to affiliated local central bodies:

"At the outset, over-all economic redevelopment plans must be prepared by committees of local citizens as a prerequisite to the consideration of request for aid.

"To set this aid program in motion quickly, AFL-CIO affiliates in all eligible areas must urge the immediate establishment of local area redevelopment committees where they do not already exist. Furthermore, we must insist upon official AFL-CIO representation on these commit-

tees. Only in this way can organized labor make its full contribution to the effective use of the Act, on the one hand, and guard against efforts to misuse it, on the other."

All central bodies were urged to gear themselves for quick action, since a moderate deterioration in the economy could result in their being added to the depressed area list.

By July, 1962, the counties of Mendocino, Del Norte, Siskiyou, and Sierra had been certified for aid under ARA. Four other California counties—Stanislaus, San Benito, Lassen, and Trinity—qualified for such assistance under the "substantial and persistent unemployment" standards prescribed by the law, but had failed to initiate the procedures necessary to qualify for the Act's benefits.

Minimum Wage

With a statewide unemployment rate of 8 per cent sapping the strength of California's economy in February, 1961, your secretary called upon our representatives in Congress to help strengthen a bill (H.R. 3935) amending the Fair Labor Standards Act. Supplementary action at the grass roots level was solicited from the several central labor bodies throughout the state.

The congressional delegation was advised that, in organized labor's view, the proposed minimum wage improvements were extremely modest in comparison with the needs of the economy and of our people. The watered-down provisions of H.R. 3935, while covering only 4.3 million additional workers, would immediately increase the minimum wage to only \$1.15 per hour, followed by two annual 5 cent increments. Maximum hour protections would be denied to newly covered workers during the first five years.

"It is only too apparent," your secretary stated, "that significant improvements in the Fair Labor Standards Act are needed now rather than two years hence.

"An immediate increase to \$1.25 is warranted on the basis of labor productivity and living cost advances since the minimum was raised to \$1.00 in 1955. Equally important is the need for extension and coverage to at least 6 million new workers.

"It should be noted that the \$1.25 level would simply restore the percentage relationship of the minimum wage to the average industrial wage established by Congress when it amended FLSA in 1949 and 1955."

The bill subsequently reported out of

committee provided for raising the minimum wage for presently covered workers to \$1.15 an hour and to \$1.25 two years later. It would set the minimum for newly covered workers at \$1.00 an hour and would increase this level to \$1.25 over a period of four years. Coverage would be extended to 4.3 million more workers.

As tame as this proposal was, it represented too much of a forward step for the die-hard ultra-conservative elements in Congress, which countered with the infamous Kitchin-Ayres substitute. This benighted proposal provided for a simple increase to \$1.15 with no subsequent increases. New coverage would be limited to only 1.3 million workers, few of whom were in occupations which would have been affected by the flat \$1.00 per hour floor extended to them. The ersatz quality of the Kitchin-Ayres "improvements" was further brought home by its proposal to exempt newly covered workers from any overtime protection whatsoever.

In an effort to offset this counter-offensive, the following wire was sent to the entire California congressional delegation on March 22, 1961:

Advised minimum legislation will be on floor for vote Thursday, March 23. California Labor urges support of H.R. 3935 as a minimal program for improvement and extension of FLSA. The Kitchin-Ayres substitute which we understand will be offered on the floor is totally inadequate both as to scope of coverage and the minimum wage rate which would be established. Any watering down of H.R. 3935 would cast considerable doubt on the purpose of any action taken by this Congress to improve the plight of many employees who are working minimum decency wage level standards. We support fully the position taken by the National AFL-CIO."

Shortly thereafter, the Kitchin-Ayres substitute carried by a vote of 216 to 203.

(The 216-203 vote above simply substituted K-A language. The bill was passed subsequently on March 24 by a 341-78 roll call.)

By a 65-28 roll call vote, the Senate on April 20 passed an amendment version of H.R. 3935 raising the minimum wage to \$1.25 by 1963 and extending coverage generally to about 4.1 million additional workers. The conference report agreed upon by both houses on May 3 retained most of the provisions sought by the Administration. The final version of the measure, as

signed into law by President Kennedy on May 5, contained the following provisions:

1. A minimum rate of \$1.15 applicable to presently covered workers by September, 1961, followed by a floor of \$1.25 two years later.

2. A floor of \$1.00 for 3.6 million newly covered workers effective in September, 1961, and a schedule of increases to \$1.25 in four years time.

3. Although no overtime benefits would be applicable to newly covered workers during the first two years, premium pay would become payable after 44 hours in the third year, 42 hours in the fourth year, and 40 hours thereafter.

4. Extension of coverage to 2.1 million retail store employees of firms doing at least \$1 million worth of business annually and purchasing at least \$250,000 worth of goods in interstate commerce. For chain operations, individual stores with gross annual sales of less than \$250,000 are exempted.

5. Extension of coverage to 86,000 employed by gasoline stations doing over \$250,000 gross business annually; 30,000 telephone operators in small exchanges; 1 million construction employees; and 100,000 in previously covered establishments, most of them wholesale firms, previously unprotected because coverage was spelled out only for workers specifically handling goods in interstate commerce.

6. Minimum wage protection, but not overtime coverage, also was granted to 93,000 employees of local transit companies, 100,000 seamen and 33,000 seafood processing workers.

Housing and Urban Affairs

Outstanding among the many important issues confronting the 87th Congress was the omnibus housing and urban renewal bill (H.R. 6028). Recognizing the unique importance of this measure to the needs of California's people and her economy, your secretary addressed an urgent communication to the California congressional delegation on June 14, 1961. This letter drew attention to some of the most prominent features of this proposal, including:

1. 40-year no-down-payment mortgages for 1-2-4 family homes exclusive of closing costs.

2. A revolving fund of \$25 million for constructing domestic farm labor housing.

3. An additional 100,000 low rent public housing dwelling units.

4. Aid to planning by small commu-

nities and greater urban renewal assistance to larger cities.

5. Assistance to college, university, and hospital construction, including a 4-year increase of \$300 million annually for college housing loans.

6. Strengthened cooperative housing insurance and defense-impacted area housing, together with many improvements in FHA provisions, recreation space, and land development.

The bill was approved late in June, 1961, and assigned to a joint conference committee which reported a \$4.9 billion compromise bill. The omnibus housing measure was signed into law by President Kennedy on June 30.

Your secretary has since been in touch with the national office in an effort to further the development of a procedure manual on development of middle-income non-profit groups utilizing the long-term low-cost funds to be made available to FNMA for multiple dwelling units. (See also Executive Council report regarding activities of the Council's Housing Committee in this connection.)

Although representing a major step forward, passage of the omnibus measure left at least one glaring issue unresolved. This was the problem of continuing discrimination in housing benefited by federal assistance.

The National AFL-CIO Convention in December, 1961, placed heavy priority upon this matter. Complying with the spirit of the convention, your secretary wired President Kennedy later that month in support of an executive order against such discriminatory practices. Simultaneously, similar action was sought from central labor bodies and their local affiliates throughout the state.

Noting that the Federation's demand was in keeping with its past convention policies, the President was reminded that housing discrimination practices "constitute one of the principal barriers to equal rights for all our citizens, while buttressing school segregation and employment discrimination throughout the nation."

Evidence of "tacit approval of discrimination" by federal agencies was pointed to in a San Francisco Bay Area study indicating that only 50 out of some 200,000 new homes built under FHA or VA financing were sold to minority group members during 1953-58. Minority group members constituted 10 percent of the area's population during that period.

Early in February, 1962, President Kennedy submitted to Congress his "Reorganization Plan No. 1" to establish a Department of Urban Affairs and Housing. This was submitted as an executive reorganization proposal after a labor-supported Administration bill to accomplish this purpose had been defeated by the House Rules Committee. Such an executive proposal automatically goes into effect unless disapproved by either house of Congress within 60 days after its submission. A resolution to disapprove was advanced by a Republican-Dixiecrat coalition which charged the President with injecting a racial issue by indicating that he would appoint Housing and Home Finance Director Robert C. Weaver, a Negro, to head the cabinet-level department.

Along with efforts to mobilize the labor movement in California behind the reorganization plan, the secretary wired the entire House and Senate delegation from California, as follows:

"Urge full and active support of President's reorganization Plan No. 1 to create cabinet-level Department of Housing and Urban Affairs. California's problems of urban blight, suburban sprawl, mass transit, air and water pollution, together with inadequate public facilities and housing for low and middle income groups, are mushrooming daily. Their solution is frustrated by rising service costs and limited tax revenue.

"This gives great urgency to the need for coordination of federal programs as visualized under the reorganization plan. With California's population predominately urban, there can be no justification for any delay in providing adequate voice in our government's highest councils in order to deal more effectively with the complex problems of urban inhabitants."

The proposal was brought to a vote in both houses in the latter part of February. It was defeated by votes of 58-42 and 264-150 in the Senate and House respectively.

For this session at least, this effectively scuttled any prospect for cabinet-level representation in behalf of the urban areas containing 70 percent of our population.

Extended U. I. Benefits

One of the principal anti-recession bills before Congress in 1961 was the Administration's proposal (H.R. 3864) for temporary unemployment compensation benefits. Designed to increase maximum benefit weeks from 26 to 39, the proposal

would aid 3 million jobless workers and pump \$1 billion into the economy.

In harmony with labor's own views on the subject, Secretary of Labor Goldberg indicated at the time that the Administration also intended to submit proposals for permanent overhaul of the unemployment insurance system at a later date.

The proposed bill provided for financing TUC through a permanent increase from \$3000 to \$4800 in the base wages on which employers pay federal unemployment taxes. The effective date for this increase in the tax was January 1, 1962.

Under the TUC program enacted in 1958, the financing of extended benefits was to be met by repayable federal advances to the States. This meant that legislative approval was necessary in most states before the program could be effectuated and, consequently, only 16 states and the District of Columbia participated.

An Administration spokesman declared that "since no state is a self-contained economic unit, we should not expect a state to carry alone the crushing burden of long duration unemployment."

In his March 1, 1961, correspondence with the California congressional delegation, your secretary solicited all-out support for H.R. 3864. At the same time California labor bodies forwarded their urgent pleas for action.

Quick action was forthcoming from the House which enacted a substitute bill (H.R. 4806). The adopted measure differed drastically from H.R. 3864 only in relation to the method of financing. Instead of a permanent increase to \$4800 in the taxable wage base, H.R. 4806 substituted a two-year hike in the payroll tax from 3.1 to 3.5 percent, with all the added revenue channeled to the federal government. This would raise the federal share of payroll taxes from 4/10 to 8/10 of one percent. Despite this departure, the substitute procedure represented a victory for the basic principle that TUC's costs should be borne by all employers. The House version of the measure won overwhelming approval in the Senate and was signed into law before the end of March.

With the expiration of this temporary unemployment compensation program imminent in March, 1962, President Kennedy called upon Congress to enact permanent unemployment compensation program changes.

Pointing to the inadequacy of earlier stop-gap legislation, President Kennedy called for a measure providing a more realistic relationship between weekly

benefits and lost wages, incentives enabling the various states to establish basic minimums generally equal to one-half the wages lost, coverage of an additional 3 million workers, increasing the taxable wage base, deleting penalties upon workers undergoing retraining, and removing the excessively high unemployment compensation taxes prevailing in several states.

The Administration's bill (H.R. 7640) had been stalled in the House Ways and Means Committee since June, 1961. Due to heavy Committee schedules, however, the President on April 10 acknowledged that the permanent McCarthy-King legislation was unlikely to get the consideration it deserved. As a result, he urged extension of the legislation enacted in 1961, with a modification of the financing arrangement. Since the temporary tax increase invoked in 1961 had left a surplus, it was proposed that the 4/10 of one per cent additional tax be reduced to 1/10 of one per cent for 1964. Your secretary has been in touch with the entire California delegation in support of this legislation, but to date it is still pending before Committees in both Houses.

In advising affiliates that the McCarthy-King bill has been put off until 1963, your secretary on June 14, 1962, underscored the importance of intensive education on the need for unemployment insurance reform in the intervening period. To facilitate such education, affiliates were forwarded a "Jobless Benefits Computer." This device, developed by the AFL-CIO Department of Education, graphically illustrates the benefits of the proposed legislation and its urgent need.

In the meantime, the Federation is continuing to press for stop-gap federal action reinstating the temporary federal extended benefits program for those who exhaust their regular U.I. benefits.

Public Works

An integral portion of organized labor's economic proposals has been enactment of a flexible public works program which could be implemented quickly whenever unemployment is high. A bill along these lines (S. 986), had been placed before the Congress in 1961 by Senator Joseph Clark. Although the Administration at first opposed this proposal, the President later reconsidered and indicated his support, providing an international crisis did not intervene.

The essentials of this critically needed standby measure were spelled out by your secretary on May 31, 1961, in asking

Senators Engle and Kuchel for their support:

"The continuing problem of high level unemployment in California and throughout the nation compels me to write you to urge your wholehearted support for S. 986.

"As you know, this bill would provide \$500 million in federal grants plus standby authority for another \$500 million to provide federal matching grants to state and local public works of a permanent and essential nature, to be used by the President when unemployment exceeds 4 percent of the labor force. Under this program, priority would be given to projects which can be started within 90 days and completed within a year's time. Grants would be available only if they brought about net increases in capital improvement outlays and did not supplant funds otherwise available locally.

"The fundamental deterioration in our employment picture since 1953 stems from the basic national economic changes and population growth patterns which are still very much in process. The impact of these economic forces has been recorded indelibly and unmistakably in the unemployment statistics for even the prosperous periods during the last eight years.

"In the last three post-recession periods of 1953, 1956, and 1959, the unemployed numbered 1.9 million, 2.9 million, and 3.8 million respectively. In percentage terms, these years of prosperity experience unemployment rates of 2.9, 4.2, and 5.5 percent. In April of this year, after a 2.5 percent rise in industrial production for the month, U.S. unemployment stood at 4.9 million workers or 6.8 percent of the labor force, while California's jobless numbered 457,000 or 7.1 percent of all workers.

"If we accepted 4 percent as a tolerable level of unemployment, which we do not, this is the situation confronting us nationally as of April 1961:

- "1. 2.1 million jobless in excess of the 4 percent level.
- "2. The equivalent of 1.2 million full-time jobless due to involuntary partial employment.
- "3. A labor force increase of 1.3 million resulting from the ending of the school year.
- "4. 2.1 million workers to be displaced by technology during 1961.
- "5. 1.0 million farmers and farm workers to be displaced this year.

"This means that even if we were to find jobs for the 7.7 million people listed above, we would have succeeded merely in keeping unemployment at the 4 percent level.

"In the face of this staggering problem, it must be borne in mind that no new industries are in sight to take up the slack. Nor can we delude ourselves as to possible growth of employment in the white collar field, in government, or the service industries, since automation is making its inroads in these areas also. There is also the sobering fact that the increased rate of worker displacement due to advancing technology, coupled with the substantial rise in the number of students entering the labor market during the 1960s, is not expected to abate in future years.

"We interpret these circumstances to mean that even if our national product were to rise by 4 percent in 1961, we will still be saddled by an unemployment rate of between 6 and 7 percent.

"We can see no valid reason for failure to enact such a modest program. This is particularly so since S. 986 does not authorize public works grants unless the unemployment situation clearly warrants such action. In the words of AFL-CIO President George Meany, 'The time to start public works . . . is not when a recession is in full swing. The time to start is when the clouds are gathering . . . (S. 986) would help the country get out of its present pinch; and it would establish a standby fund for quick use when the next recession looms.'

"In the interests of a strong and dynamic economy, we trust you will give S. 986 every possible support."

Hearings were concluded on this proposed legislation in the summer of 1961 but there was no further action taken on this bill.

The growing awareness of the pressing need for anti-recession tools during the following months resulted in a presidential message on February 19, 1962, calling for enactment of a standby Capital Improvements Act carrying a \$2 billion appropriation. Noting that the timing of federal actions makes a substantial difference in the severity and duration of any particular recession, the President asserted:

"The authorization or acceleration of special programs or expenditures—including those for capital improvements or after the normal legislative processes, may be too late to achieve an ameliorating effect on the recession sufficient to justify the increase in budget expenditures."

Observing that the "time to repair the roof is when the sun is shining," the President outlined the scope of his program:

"This \$2 billion emergency program would, once put into effect, (1) permit a \$750 million increase in direct federal expenditures for projects previously authorized by law including resource, conservation and other federal public works; (2) authorize \$750 million matching grants to state and local governments for capital improvement programs; (3) authorize a \$250 million loan program to state and local governments otherwise unable to finance their share of the costs of projects for which federal grants are authorized; (4) provide an additional \$250 million to be allocated to each of the preceding three programs as circumstances warrant.

"All of these projects must meet essential public needs, must be capable of early initiation and of completion within 12 months, must contribute significantly to reducing unemployment, and must not merely replace existing public expenditures."

Supplementing his request for standby authority, the President on March 26, 1962, asked the Public Works Committees of both houses of Congress to endorse a \$600 million public works program to be started as quickly as possible. Expressing concern over the economy's failure to perform as expected by the Administration's economists, the President pointed out that the unemployment rate was still 5.6 percent in mid-February, with the unemployed numbering 4,543,000.

The requested funds were earmarked for 958 localities for construction of projects such as public buildings, streets, airports, water, and sewage disposal systems. The communities involved include the 852 surplus labor areas recognized under the Area Redevelopment Act, plus 106 communities suffering from substantial unemployment for more than a year. About 40 percent of the nation's population live in these 958 areas.

The proposal would extend federal grants amounting to as much as 50 percent of the cost of projects essential for some public need. Loans would be available to communities unable to provide matching funds. The projects would have to be capable of being initiated within a short time and completed within a 12-month period.

The new public works proposal was intended to complement the Area Redevelopment Act and the recently enacted man-

power retraining program. The need for such a supplement had become increasingly apparent, as the economy failed to recover as predicted during the first two months of 1962.

A committee bill reported on April 25 gave the President \$2 billion in standby authority and \$600 million for immediate use. The Senate adopted a substitute bill (S. 2965) on May 28, providing \$750 million for an immediate public works program and an equal amount on a standby basis in the event unemployment increased.

The Senate version of the bill permitted the standby funds to be used after June 30, 1963, whenever unemployment rose 1 percent within 9 months and was above the 5 percent level. It required that the money be specifically appropriated by Congress before it could be spent. The full long-range authority requested by the Administration would have permitted the diversion of up to \$2 billion from other government programs without further appropriations.

The Senate-approved bill is now before the House, where the Public Works Committee has already given tentative approval to an immediate \$900 million public works program without any standby authority whatsoever.

Shipbuilding Differential

After helping defeat the 1960 effort to eliminate the 6 percent construction differential for Pacific Coast shipbuilding, the Federation again played a major role in fighting a renewed effort in this direction during the subsequent period.

In July, 1961, the secretary called upon affiliated councils for massive action aimed at Rules Committee re-referral to the House Merchant Marine and Fisheries Committee. Later that month, the West Coast scored a temporary victory when the House Rules Committee refused to send the differential repealer bill (H.R. 1159) to the floor. This action took place partly because an impartial study of shipbuilding costs was due to be submitted in final form by January, 1962.

Although the greatest part of this differential was found to be justifiable by this independent governmental study, pressure from eastern interests resulted in the Rules Committee unexpectedly approving floor consideration of the measure in April, 1962. In spite of the implicit agreement among the several competing shipbuilding areas, the results of the Maritime Administration study were totally ignored and the House approved this bill to com-

pletely eliminate the 6 percent differential.

As the measure moved to the upper house, your secretary renewed his plea for equitable action by communicating with both of California's Senators and the chairman of the Senate Commerce Committee.

Employment Opportunities

In line with labor's long-standing position, the Department of Labor's Bureau of Apprenticeship and Training announced in July, 1961, that the inclusion of specific non-discrimination provisions in all apprenticeship standards by firms handling government contracts will be required in the future. It was also indicated that such a clause will be required for the registration of new apprenticeship programs.

The new requirements were described as following "in the spirit of President Kennedy's executive order governing equal employment opportunities regardless of race, creed or national origin."

AFL-CIO President Meany, testifying before the Special Subcommittee on Labor on August 21, 1961, went a step further when he endorsed the Powell bill (H.R. 8219), aimed at reducing racial discrimination in apprenticeship programs. At the same time, he reminded Congress that this measure was no substitute for a sorely needed general fair employment practices act.

Late in November, 1961, California's labor and craft councils were forwarded a copy of Meany's statement, along with similar testimony by Building Trades Department President C. J. Haggerty. In his accompanying message, your secretary advised the central bodies:

"This is a bill which would withdraw federal support and approval of apprenticeship programs which deny individuals an equal opportunity to participate therein on account of race, color, creed, etc. These statements were given publicity in our *Weekly News Letter*, and are being sent to you as a result of action taken at our last executive council meeting, on recommendation of the Federation's Standing Committee on Civil Rights.

"H.R. 8219 will be before Congress when it reconvenes in January. Local councils are urged to communicate with their congressional representatives and Senators Kuchel and Engle, requesting their active support of this legislation."

Hearings have been held on this measure, but there has been no further action taken by the Congress.

Health Care for the Aged

Within a week of the conclusion of our August, 1960, convention, the U. S. Senate voted 51-44 against the Kennedy-Anderson amendments to the omnibus Social Security bill providing for Forand-type health benefits for the aged. In their stead, the Senate overwhelmingly approved an inadequate Finance Committee bill. This measure put the federal government in a position of providing aid to states for doling out benefits to medical indigents under standards determined by the states. The limited benefits available would be contingent upon the states providing matching funds and the adoption of a "pauper's oath" medical care program.

The poverty of the Kerr-Mills program, in terms of its meeting the needs of our senior citizens, has been demonstrated during recent months in news stories telling of its failure in West Virginia, Illinois, and other states.

This attempted roadblock did not reduce the momentum gathering behind the general Forand principle in the 87th Congress. The Federation's continuing efforts in this direction found expression in its statement to the House Ways and Means Committee in early August, 1961. Submitted as a supplement to AFL-CIO President Meany's earlier presentation before that body, your secretary's statement brought California's statistics to bear upon its recommendation for passage of the King-Anderson bill (H.R. 4222). Among the arguments submitted to this committee were the following:

1. According to the 1960 census, there were 1,360,000 Californians at least 65 years of age and their number was increasing by 40,000 annually.

2. About 570,000 of California's 1.4 million senior citizens were at least 75 years old, while 190,000 were over 85 in 1961. The greater health care needs of these groups was apparent from the fact that Californians over 75 were disabled 89 days a year, as compared to only 25 days of disability for those between 45 and 54.

3. Although representing 9 percent of the state's population, the elderly group received only about 3.6 percent of California's income through the Social Security System and private pension plans.

4. A Department of Public Health survey had indicated that 70 percent of Californians over 65 reported some type of illness during the period studied. About three-fourths of the illnesses were chronic in nature.

5. This same survey revealed that the over-65 group experienced a hospitalization rate more than twice as great as the rest of the population. Physicians' visits were also twice as high for this group, and the incidence of the more expensive home visits by physicians was much more frequent.

6. The extensive shortcomings of the Kerr-Mills medical care program, as implemented in California under the Rattigan-Burton Act of the 1961 general session, were also cited. Although the potential coverage of this public assistance approach is broad under California's program, the committee was advised that its benefits were narrow. These failings included the fact that medical expenses were to be paid only after the first 30 days of hospitalization, nursing home or home care. Of the state's 1.4 million senior citizens, only about 525,000 were expected to be theoretically qualified under California's implementation of Kerr-Mills, and aid, in any case, would be available only after 30-day hospitalization at their own expense.

Beyond this, for the balance of fiscal year 1961-62, the Federation observed that the total funds available for the state's "medical indigent" benefit program would amount to \$27 million or an average of only \$8.21 monthly for each potentially eligible individual for this new category of medical aid under public assistance. This is equal to only 54.8 percent of the amount that was available for medical care to aged persons receiving public assistance during fiscal year 1961-62. Although the average allotment was scheduled to rise to \$11.90 during the following fiscal year, this would still amount to only 80 percent of the amount available for medical care to public assistance recipients.

It was conceded that the new program would help meet a particular need for those over 65 unable to meet the 5-year residence requirement necessary to receive public assistance and those not covered by the proposed King-Anderson program.

Nevertheless, the "medical indigent" program clearly failed to meet the most pressing needs of California's elderly population. Without provision for the expenses incurred during the first 30 days of care, the Federation stated that the purpose of social insurance in the health care field would be largely defeated because of the discouragement from seeking early medical care before illness or other infirmities developed into the acute stage.

Noting that enactment of the modest

King-Anderson bill would make possible significant liberalization of California's Kerr-Mills implementation, the Federation concluded:

"It is only by combining the social security approach in the King-Anderson bill with the MAA program that even a wealthy state such as California will be able to expand its MAA program to provide for an adequate level of care for those who would remain outside the social security program.

"Our experience in California is conclusive on this point: enactment of the King-Anderson bill would make it feasible for California to assume its full responsibility for financing a more comprehensive medical care program under MAA for those who would remain dependent upon the public assistance approach to medical care. Certainly, we should do everything possible to keep the public assistance cost to a minimum where we have the opportunity to provide medical care for the aged with the dignity offered by social insurance."

In addition to calling upon the House Ways and Means Committee to pursue such a course, the Federation communicated with the entire California congressional delegation urging their support.

Early in April, 1962, several opponents of the King-Anderson approach introduced virtually identical bills in the field of health care which would use private health insurance as the basis for providing medical care to the aged. This proposal would provide a credit of \$125 to be deducted from the income tax of persons 65 years of age or older.

In a communication to Congressman Cecil King, copies of which were sent to the entire California delegation, your secretary on May 29, 1962, pinpointed the fatal weakness of this alternative approach. The legislators' attention was drawn to the report of the California Assembly Interim Committee on Finance and Insurance relevant to a study of so-called voluntary health insurance plans during the 1959-61 interim period.

Investigation of the Assembly Committee showed that many commercial insurance companies selling health insurance paid a preposterously low amount of benefits, considering the cost of the premium. It found especially disturbing the record of commercial insurance carriers with respect to the sale of individual medical and hospital insurance.

The study revealed that between 1955 and 1958, individual accident and health

policy holders received only 46 cents in benefits for every dollar of premium paid. The remaining 54 cents was dissipated upon agents' commissions, general overhead expenses, and profits.

The secretary contrasted this abnormally high "expense ratio" with the very low overhead expenses of the Social Security System. The Federation's view was made clear that if the public is going to pay for health insurance, as they would under this alternative approach via loss of revenue due to tax deductions, the aged citizen should get his money's worth. The communication noted:

"It seems ironic that those who speak so frequently of fiscal responsibility are so willing to sacrifice revenue without any assurance that the health insurance premium dollar is going to bring a reasonable amount of benefits to the aged."

Confronted with the massive and well financed publicity campaign against the King-Anderson bill on the part of organized medicine, organized labor stepped up its own efforts to make Congress aware of public opinion in all parts of the community.

Intense and unremitting attention has been given to the King-Anderson bill, not only by the News Letter, but by officers and staff of the Federation. This included taking part in numerous public debates.

Early in May, 1962, the Federation carried the major financial burden involved in stimulating a broad letter-writing campaign in support of the King-Anderson bill. Supplementing the top priority given to the matter by national AFL-CIO, the Federation worked to develop the widest possible audience for President Kennedy's May 20 telecast from Madison Square Garden, which signaled the beginning of the congressional drive for passage and of a massive letter-writing campaign.

The Kennedy Administration, unable to gain House Ways and Means Committee action on the King-Anderson bill, revised its tactics late in June by shifting the health care battleground to the Senate by offering a new version of the King-Anderson proposal as a rider to the federal welfare bill.

In an effort "to get a law, not an issue," as Senator Anderson explained it, the modifications involved were designed to meet objections to some of its provisions, and to swing some Republican votes. Among the proposed changes were:

1. Extension of coverage to some 3 mil-

lion elderly persons not now eligible for social security or railroad retirement benefits, with financing to come directly from the Treasury.

2. Establishment of a separate trust fund for the health care program completely divorced from Old Age & Survivors Insurance and disability insurance funds. This would serve as a depository for the increase in social security taxes required to finance the plan.

3. Authorization to turn over much of the administration of the program to private organizations such as Blue Cross.

4. Use of accreditation standards of the American Hospital Association and the American Medical Association for automatic certification of hospitals as eligible to take part in the program.

5. An option to have benefits paid through private health insurance plans on a reimbursement basis, plus administrative costs of private carriers.

Despite this "compromise" effort on the part of the supporters of health care for the aged through social security, the unreasoning opposition of the medical lobby and insurance industry remained as fierce as ever.

As the Senate approached a vote on the modified health care proposal, your secretary wired Senator Kuchel and Engle as follows:

"The California Labor Federation, on behalf of the more than 1,400,000 AFL-CIO members in the state, urgently requests your active support of Senator Anderson's amendments to the House-passed Public Welfare bill to expand and improve the King-Anderson program of health care benefits to the aged. We have studied the amendments carefully and fully agree with the national office of the AFL-CIO that they warrant your complete support. This is one of the most important issues to come before Congress in years. Our membership, which has worked so hard over the years to obtain broad public support for medical care under Social Security, now looks to our Senators to fulfill their responsibilities to the citizens of California. A "yes" vote on the Anderson amendments is a step in the direction of fulfilling these responsibilities."

On July 17th, the Senate voted 52 to 48 to table the compromise medical care plan, thus killing the proposal for the current Congress. Both Senators Kuchel and Engle voted against the tabling action, but an alignment of 31 Republicans and 21 Democrats (17 of them Southerners) ad-

ministered the death blow on behalf of the special interest opponents to health care through Social Security.

Immediately following the Senate vote your secretary issued the following statement to the press:

"The shocking defeat of the modified King-Anderson bill in the Senate today should serve to awaken the American public to the enormous power wielded by two special interest groups—the American Medical Association and the private insurance carrier.

"The bi-partisan compromise measure which would have provided urgently needed medical care benefits for some 1½ million citizens of California was defeated by the same old band of renegades from responsible government that has consistently opposed legislation for the benefit of our nation's citizens at large. Especially if such legislation impinged, or was even thought to impinge, on the prerogatives of powerful special interest groups.

"Presumably, Richard M. Nixon is dancing in the street with the lobbyists for the AMA and the private insurance carriers over this tremendous victory by the special interests. He indicated he stood staunchly behind the AMA and the insurance companies on this issue during the primary campaign.

"I suggest that he dance very hard right now because he might not have an opportunity to do so again. Once the voters of this state as well as the voters in the other 49 states recognize that they have been bamboozled out of a just and equitable plan to finance adequate medical care for the aged they will demonstrate their indignation at the polls in November.

"Despite AMA contentions, the bill had nothing to do with doctor-patient relationship. It won bi-partisan support solely because it was intended to meet the needs of persons 65 and over for some form of protection against costly medical expenses in their old age.

"Its defeat is not only a pity but a national shame."

Health Services and Facilities

One of the most grave deficiencies in the health care field has to do with the severe lag in availability of health facilities and services, together with loose standards of construction and operation.

Believing that the Governor's office could be particularly helpful in securing the desired legislation, the following ap-

peal was placed before Governor Brown on May 22, 1961, by your secretary:

"I am writing in reference to a bill introduced in the House of Representatives, which the California Labor Federation believes deserves the full support of your Administration.

"This is H.R. 4998, a measure designed to provide federal grants for community health services and facilities. This bill, which is currently before the House Committee on Interstate and Foreign Commerce, would help spur construction of nursing homes, of which there is a great shortage throughout the nation, provide for experimentation and demonstration projects in the care of aged and chronically ill, and help to develop home care programs and other urgently needed services.

"We are informed by our national office that passage of this measure will be largely determined by support obtained from various states. Since it is a measure covering areas of activity which you have supported from time to time, I hope you will find it feasible to actively support the bill. I am sure your State Department of Public Health will concur in its need . . ."

Governor Brown responded affirmatively to this request on June 9, 1961, with a letter addressed to the Chairman of the House Interstate and Foreign Commerce Committee. In his communication, the Governor detailed California's many pressing unmet needs in this general area which would be greatly expedited by enactment of this federal program.

This critical measure was subsequently approved by the House and signed into law by President Kennedy on October 5, 1961.

Revenue Act of 1962

Late in May of 1962, after House approval of the 1962 tax Bill, your secretary wrote to both of California's Senators and to the chairman of the Senate Finance Committee in support of strengthening the bill. As it stood, the proposal was expected to produce \$880 million in additional revenue from individuals who evade federal taxes or fail to pay them through ignorance.

This is the essential position brought to the Senators' attention:

". . . the proposed Revenue Act of 1962 includes a withholding tax on dividend and interest income.

"Our organization strongly supports the retention of this portion of the bill. We

believe that withholding the tax on dividend and interest income will recover millions of dollars of revenue which is now being lost to the Treasury due to neglect or evasion. As a matter of equity, we believe that the recipients of interest and dividend income should be stimulated to meet their full tax obligation in the same manner that the wage earners of this country currently make their contribution.

"It is our belief that the bill contains sufficient safeguards for those low income and aged persons who are dependent on such income for their support. We believe that the bill contains ample protections in regard to those persons expecting no tax liability for the year, and that the refund provisions will work to the satisfaction of those persons subject to dividend-interest withholding who have a small amount of tax liability.

"We also support the effort to provide better accounting of expense account expenditures, as well as the portions in the bill directed at terminating the special tax exemption and deferral privileges which are currently enjoyed by citizens living and operating abroad and businesses operating abroad. The matter of collecting a more equitable tax payment from mutual savings institutions strikes us as being another matter requiring attention.

"Our organization is also concerned with the matter of unjustifiable capital gains treatment of profits from the sale of depreciable business assets. The national office of our organization spelled out in detail our proposals before the Senate Finance Committee on April 4, 1962. We believe that the Revenue Act should contain provisions along these lines. The investment tax credit provision, which the House enacted, continues to disturb us. We feel that, at the very most, a temporary investment incentive should be provided only for those enterprises substantially affected by international trade. We also favor elimination of the provision which would exempt expenses for lobbying.

"The California Labor Federation hopes that every effort will be made, in the Senate, to strengthen the portions of the Revenue Act intended to assure a greater equity in the tax distribution. We hope that a true tax reform bill will ultimately come forth from this session of Congress."

Senate committee hearings on the companion bill (H.R. 10650) have been completed but there has been no further action on the matter.

Foreign Aid Program

The Federation consistently lent its support to the Kennedy Administration's foreign economic aid program for the underdeveloped areas of Latin America, Asia, and Africa. Affiliates were urged to make every effort to publicize a major foreign policy broadcast by AFL-CIO President George Meany on nationwide radio on July 13, 1961. As a result of that address, your secretary wired the entire California congressional delegation urging their "fullest support for President Kennedy's foreign economic aid bill with long-term Treasury financing. Long-run preservation and development of freedom and democracy at home and abroad clearly dependent upon rapid social and economic strides in underdeveloped areas to offset Communist encroachment."

The resolution of this issue in late September, 1961, suffered from Congress's impatience for adjournment. With House conservatives holding the whip hand, the foreign aid appropriation bill wound up with only \$3.88 billion in new funds. This was around \$370 million less than Congress had authorized earlier and almost \$1 billion short of the Administration's recommendation.

On the positive side, the bill did appropriate \$1.1 billion for long-term loans to underdeveloped nations. This almost doubled the 1960 appropriation for such purposes.

Closely related programs had been approved by Congress earlier in the session. Foremost among these were the Kennedy Administration's Alliance for Progress program, which won an appropriation of \$500 million specifically earmarked for the Inter-American social and economic cooperation program, and \$100 million for Chilean relief and reconstruction.

Federal Aid To Education

One of the most critical issues confronting the 87th Congress was that of federal aid to public school construction and teachers' salaries. As embodied in H.R. 7300, the Administration's proposals called for slightly under \$2.5 billion in federal aid for elementary and secondary schools over the next three years. In addition, the bill provided for a 3-year extension of aid to federally impacted areas.

Other features of the bill include restraints against federal interference with local school administration and allocation of 10 percent of the appropriation for defraying partially the costs of experimental educational projects.

This is the fourth time in six years that a general federal aid to education bill had been before the House. On two previous occasions, it had been defeated. Passed by the House on the third effort, it was subsequently blocked from conference with the Senate by Rules Committee action.

The measure was reported favorably without any amendments at the beginning of June, 1961. Anticipating early action on the floor, the Federation responded to a plea by National AFL-CIO with an urgent message calling for support addressed to the entire California House delegation shortly thereafter. In his telegram, your secretary pointed out in part:

"The need for this legislation we believe is apparent on its face, i.e., the advancing capabilities of the Soviet Union, our own increasing need for trained personnel, and the financial inability of states to make substantial improvements in our school system . . ."

A week before the favorable action by the House Committee on Education and Labor, a similar bill (S. 1021) calling for a 3-year \$2.55 billion federal aid to education program had been enacted by the Senate on a 49-34 vote. The issue is still awaiting resolution on the floor of the House.

Steel Price Increase

After concluding their collective bargaining negotiations early this spring within the limits of the productivity factor formula advocated by the Kennedy Administration, the nation's steel corporations grossly violated the terms of the settlement by announcing a \$6.00 per ton price increase.

In view of the grave consequences for the consuming public, the secretary issued the following public statement on April 13, 1962, supporting the vast swell of opposition to the steel industry's action:

"The utter contempt for the consuming public displayed by the nation's steel giants this week isn't anything new on the American scene.

"The power elite who control the basic steel industry have been robbing the consumer blind for years through the technique known as 'administered pricing.' The current situation is distinguishable from the price gouging practices developed to a peak of efficiency under the Eisenhower-Nixon Administration, only because we now have a President who has the will and know-how to defend the public interest against the economically dis-

astrous policies of this new class of would-be dictators.

"It's high time that the public learned some of the rules which guide the steel executives in the game of 'calendar economics' they have been playing with the consuming public in an effort to cover up price gouging by announcing increases to coincide with the conclusion of negotiations.

"As President Kennedy pointed out, increases in labor productivity have been sufficient to cover all increased labor costs without boosting steel prices.

"Indeed, this has been the case throughout the post-World War II period, which has seen 23 administered price increases in steel prior to this week's announced \$6 per ton boost.

"The attempted increase was in keeping with the industry's established practice of biting the consumer with an average \$3 increase in steel prices for every \$1 increase in worker earnings, totally disregarding the increased productivity factor.

"The simple truth of the matter is that the steel giants have been picking the pockets of consumers by forcing them to pay for capital outlay expenditures through the administered pricing mechanism, which reaps staggering profits for those who own large blocks of steel stocks.

"It has been documented in Congressional hearings that U.S. Steel, as pacesetter, sets prices to break even operating at less than 40 percent of capacity. In this manner, they have exercised control over prices to get consumers to cover not only a high dividend return to stockholders, but also to generate internal financing for up to 80 percent of capital outlay for new plant and equipment.

"Rather than drawing on so-called risk capital in the investment market, they force the consumer to foot the bill for the benefit of the big stockholders, who number among them the top executives who make the pricing decisions.

"This method of providing internal financing for the bulk of capital outlay expenditures is augmented by the rapid depreciation allowances permitted corporations under the tax revision bill pushed through Congress by the Eisenhower-Nixon Administration in 1954.

"The happy stockholder is the sole beneficiary of these new methods of accumulating 'costless capital.' Make no mistake about it, the more than 1000 percent rise in U.S. Steel stock values that has occurred since 1940 is not a paper gain. It

is backed by real expansion of plant and equipment for which the consuming public is paying the bill under the wage-price-profit relationships that exist today in the steel industry.

"We in organized labor, who have been trying for years to inform the public on this issue, are thankful that the Kennedy Administration has come to grips with the problem.

"It is interesting to note also that President Kennedy has expressed some second thoughts about giving the nation's corporate giants the additional tax credit which he is proposing in the tax revision bill currently before Congress. The AFL-CIO has opposed this feature of the tax revision bill, although it is supporting the measure on balance because of other needed reforms.

"President Kennedy has our deep admiration for the manner in which he defended the public against the forces of rampant wealth."

Longshoremen's and Harbor Workers' Compensation Act

An urgent plea was dispatched in March, 1961 by your secretary to the entire California congressional delegation asking their support for amending the Longshoremen's and Harbor Workers' Compensation Act to make its benefits conform to present wages and living costs in order to bring the program into line with the Act's original intent.

It was pointed out that H.R. 1258 would raise the weekly disability compensation benefit from its present maximum of \$54 to a level of \$70. The maximum total benefit then available in case of injury was \$17,280. The bills in question would have increased the total amount payable to \$24,000. The legislators were also advised:

"In addition, the present law provides for computation of death benefits on the basis that average weekly wages of a deceased worker were not less than \$27 or more than \$81. H.R. 1258 (S. 733) would increase the \$81 ceiling to \$105."

The measure won approval in the House on March 21, 1961, by a voice vote. Hearings were held by the Senate Committee on Labor and Public Welfare in June, 1961, but there has been no further action on this vitally needed legislation.

Consumer Issues

Utilizing the **Weekly News Letter**, along with a variety of other activities, your secretary-treasurer intensified the Federa-

tion's efforts toward curbing consumer abuses. (See also consumer section under state activities.) At the federal level a most hopeful sign that the energies devoted to consumer issues over a period of many years are on the threshold of "paying off" to the advantage of the entire consuming public was evident in President Kennedy's March 15, 1962, message to Congress. Outlined in his call for new legislation implementing consumer rights — the rights to safety, choice, information, and consultation in formulation of governmental policy — were most of the outstanding programs pursued in sundry ways by the Federation itself:

1. Establishing a White House Consumer Advisory Council to advise the Administration and to furnish the public with consumer research material.

2. Increase the Food and Drug Administration's authority regarding the efficacy, safety, and availability of new drugs and cosmetics before they are marketed. FDA would also be given power to establish generic names for drugs to enable consumers to avail themselves of lower drug prices. Furthermore, the Federal Trade Commission would be given authority to require drug ads directed at doctors to reveal not only the ingredients but also the efficacy and adverse effects of drugs.

3. Granting authority to the Federal Communications Commission to require that television manufacturers equip sets to receive all 70 UHF channels as well as the 12 standard VHF stations.

4. Enlarge the Department of Agriculture's meat inspection powers to cover the 20 percent of all meats now slaughtered which escape federal inspection.

5. Enact a "truth-in-lending" bill under which consumers would be given clear statements of the cost of installment buying in "simple interest" terms.

6. Ensuring more specific disclosure of quantity and ingredients in food packages, partially through cooperation with the Hart Committee's survey of deceptive practices in this area.

7. Changes in patent and trademark rights giving FTC the power to seek cancellation of trademarks that have become a common descriptive name of products. Private companies already have the right to sue for cancellation of trademarks.

8. Confer authority in the federal government to require that companies inform the government in advance of merger plans which would reduce competition. It was also proposed to give FTC the power to issue cease and desist orders to halt

unfair practices during a trial on charges. Another proposal was to require companies settling disputes over patent rights to make the terms of the agreement available to the public.

9. Reorganize certain aspects of the regulatory agencies for such objectives as enabling FTC and the Securities and Exchange Commission to delegate more decision-making authority to their staffs. It was also proposed to give FTC funds to publish comparative figures of the cost of natural gas in various parts of the country.

The magnitude of this last-mentioned problem was touched upon by your secretary-treasurer on February 8, 1962 in his letter to Senators Kuchel and Engle:

"I am writing to call to your attention the California Labor Federation's support of S. 666 introduced by Senator Magnuson of Washington, which is currently before the Senate Committee on Commerce. We are in full accord with the major provisions of the bill, which would prohibit successive rate increase filings by natural gas companies selling gas in interstate commerce, making unlawful the inclusion of so-called indefinite pricing clauses in natural gas sales contracts, and impose a requirement that the Federal Power Commission find on the consistency with the public interest of the initial price of natural gas when it is first certificated for sale in interstate commerce.

"As is well known, successive rate increase filings by natural gas companies selling to California distributing companies have grown to the point where there is now existing an amount of money in excess of \$300 million which has been collected by these natural gas companies in rate increases, subject to refund, from California's gas distributing companies, although such increases have not yet been finally passed upon from the standpoint of reasonableness by the Federal Power Commission. We are advised by the Public Utilities Commission of the State of California that this sum is growing rapidly. Some of these gas rate increase filings, as applied to California go back as far as 1954 and 1955.

"From the above, the consumer interest in securing passage of S. 666 is obvious. On behalf of more than 1,350,000 union members and their families who make up a substantial portion of the consuming public in California, we urge your active support of the measure . . ."

Although hearings were held on this issue in May, 1961, the measure has been

wholly ignored by Congress since that time.

Another form of Federation activity on federal consumer issues was through participation in the Association of California Consumers, referred to above in the state activities section of this report. We have worked closely with the Association in regard to the following federal issues which were treated constructively by that organization's November, 1961, convention resolutions:

1. "Truth-in-lending" legislation.
2. Prevention of unreasonable increases in natural gas rates.
3. Creation of a Department of Consumers at the cabinet level.
4. Legislation designed to reduce drug prices through injection of an element of competition into the industry.
5. Curbing of deceptive weights, measurements and packaging practices.

Finally, it should be noted that the Federation's president was also assigned to address and participate in an entire series of farmer-labor-consumer institutes held in various sections of the state during 1961. Before these diverse audiences, brought together to objectively explore the common ground shared by labor with farmers and consumers, the Federation spokesman warned of efforts to discredit unions as being designed partially to block effective cooperation on consumer issues. Heavy emphasis was placed upon the threat posed for the general public through the growing imbalance in our economy as a result of the impairment of labor's strength at the collective bargaining table and in the legislative processes. This was attributed largely to enactment of anti-labor legislation stemming from the strengthening of corporate business in American life through mergers, automation, and administered pricing practices, combined with the growth of general complacency accompanying prolonged prosperity.

The underlying significance of these developments was pointed out to the institutes in a quotation from a 1961 declaration by the AFL-CIO executive council:

"A recent report by the Department of Commerce confirmed a previous AFL-CIO charge that the distribution of our national income is moving slowly back to the pattern of the 1920s, with an increasing share flowing into the hands of the upper fifth at the expense of the lower fifth of the population."

Water Resources Development

In accordance with the long standing policy of the Federation and specific action of the 1960 convention, your secretary has continued to press for comprehensive development of our water and power resources while at the same time seeking ironclad protections against speculation and monopoly in the distribution of benefits. Following the approval, by a narrow majority, of the state's \$1.75 billion water development program embodied in Proposition No. 1 at the November, 1960, election, the Federation sought action by the 1961 session of the State legislature to fill the policy vacuum which was the basis of the Federation's opposition to the state water bonds. The failure of the Legislature to do this, with particular reference to protections against speculation and monopoly, was reported to affiliates by your secretary in the printed "Sacramento Story" for the 1961 general session.

The scene of action immediately shifted to the federal level where the negotiation of the joint use contract between the federal government and the state of California on the key San Luis Project began almost immediately. It should be recalled that when Congress authorized the San Luis Project a few years ago, the Federation, the national AFL-CIO, and other anti-monopoly oriented groups successfully amended the San Luis authorization statute water deliveries utilizing the facilities ute to delete an exemption for so-called state water deliveries utilizing the facilities of the San Luis Project from the 160 acre limitation provisions of federal reclamation law. This, at the time, was a major victory for labor because all water delivered to the southern end of the San Joaquin Valley and to Southern California through the state program required the use of the San Luis joint-use facilities. The authorization statute passed by Congress, however, also required the negotiation of a joint-use contract between the federal government and the state before construction of the joint-use facilities could be started. The landed monopolists of California, in turn, began to press for exemption from reclamation law in the negotiation of this contract, despite the fact that Congress had rejected their exemption when the San Luis bill was authorized. By indirection, they launched a campaign to flout the will of Congress by administrative action.

Both the national AFL-CIO and the Federation, along with other interested groups, sought assurances from the Department of Interior that it would not give the landed

monopolists the exemption Congress had denied them. Lengthy communications between the Federation and the Department ensued regarding the issues at stake for California and the future of the entire western reclamation program.

At one point, it was publicly disclosed in the press that the Solicitor of the Interior Department had developed an opinion advising the Secretary of the Interior that Congress intended no exemption, and that the joint-use contract between the federal government and the state should reflect the action of Congress. At the same time, in another opinion, it was reported that the Solicitor also upheld labor's contention on a related issue that the Secretary of the Interior had no authority to negotiate lump sum repayment contracts with water users in the service areas of the Isabella and Pine Flat Dam on the Kern and Kings Rivers respectively, which would exempt users from the anti-monopoly protections of reclamation law. These press disclosures, in turn, literally precipitated an invasion of Washington by the attorneys for the landed monopolists, who immediately viewed the reported Solicitor's opinions as a death blow to their many years of effort to destroy reclamation law in California. When it became apparent that the landed monopolists were meeting with success in this effort, on August 30, 1961, your secretary addressed a strong letter to the Department of Interior, which read in part:

"I . . . am shocked that there should be any doubt in the Department of Interior as to the intent of Congress on the application of the law to the so-called state service area. The record of the historic debate before Congress reads quite clearly to us. As originally proposed, the bill contained a specific exemption for the so-called state service area. This was successfully removed by those in both houses who believe that when a principle is good, it should not be emasculated and rendered ineffective by subterfuge. Certainly, the advocates of exemption tried to confuse the record after they lost their fight. This is to be expected of any smart legislator who is determined to accomplish a purpose, but the fact remains that the advocates of exemption were defeated, and that they fought their lost cause to the very end, when all they had left was an attempt to confuse the record.

"Very frankly, it seems to me that reasonable men of good will, especially those who express strong support of the principle of reclamation law in other projects, should be willing to read the

record of Congress in full context of the debate, rather than yielding in any way to 'protection' maneuvers advanced by legislators who feel they might be defeated.

"In regard to such maneuvers, it is interesting to note that the defeated legislators seeking exemption for the so-called state service area attempted to advance the exemption theory that concurrent payment by the state of its share of the cost of the joint use facilities as construction proceeds, through the use of state bond monies, somehow relieves the application of reclamation law, despite the action of Congress. This, obviously, is a poorly disguised extension of the commutation argument being advanced in regard to Pine Flat Dam on the Kings River in order to avoid the application of reclamation law. Certainly, this Administration would not consider the acceptance of such a position when it is based on contracts twice rejected even by the previous Administration.

"But isn't this really beside the point? Congress rejected the views of those desiring exemption, and federal participation in the San Luis Project involves a clear subsidy to the state in the so-called joint-use facilities. The federal subsidy cannot be interpreted otherwise, because we know of no lateral barrier in the design of the project that would prevent so-called state water from touching federal concrete.

"For these reasons we urge the Department of Interior not to become a party to any deceptive effort to negate the application of reclamation law to the entire San Luis Project. We firmly believe that the full burden of decision at hand rests with the responsible officials of the Department of Interior. There exists, of course, a number of legal opinions on the broad issue involved in this matter, and doubtlessly the Secretary desires an opinion from his Solicitor on the point. In the final analysis, however, no opinion can relieve the responsibility of the Secretary for the ultimate decision which he must make on the basis of his dedication to public policy."

Nevertheless, as the December 31, 1961, deadline for the negotiation of the joint-use contract approached, it became more and more evident that the big landholders had accomplished their objective within the Department of Interior and that a contract had been negotiated which overrode the intent of Congress and allowed the exemption of the state service area of the San Luis Project from reclamation law. The contract was then submitted to the U. S. Department of Justice for review and approval, thus shifting the scene of battle

to the Attorney General's office. But at the same time, with the joint-use contract, the Interior Department also held to its Solicitor's opinion upholding reclamation law with regard to the lump sum repayment contracts on the Kings and Kern Rivers.

Again, both the Federation, the national AFL-CIO, and others began pressing the Attorney General to uphold the intent of Congress on the San Luis contract, and numerous communications between the Federation and the Attorney General's office ensued. When it was apparent that the Department of Justice was going to reluctantly approve the San Luis Project exemption for so-called state water deliveries, your secretary, on December 21, 1961, directed the following wire to President John F. Kennedy:

"We are deeply shocked upon learning today that your Department of Interior is contemplating a decision with regard to the joint-use facilities of the San Luis Project in California which would abrogate the anti-monopoly principles of federal reclamation law and, in the process, enthrone a handful of landed monopolists who control better than 60 percent of the lands to be served water from the federally subsidized facility. We find it is difficult to believe that you had this in mind for the West when you spoke of the New Frontier during your election campaign.

"Last weekend, while in South America, you demonstrated deep understanding of the vital importance of land reform to the flourishing of freedom and democracy. The high purpose of your Administration, and indeed, the American people, was symbolized by the simple ceremony performed when a few parcels of land were transferred to 'Campesinos' in Venezuela. Mr. President, basically the same issues and values are at stake in regard to the San Luis Project.

"We frankly believe that the nation's 'Alliance for Progress' in South America will succeed only to the extent appointees in your Administration are willing to apply the same values in California to fight the powers who rule over agricultural workers in our fertile valleys and mock our cherished concepts of political and economic democracy. As you pointed out in your campaign last fall; what America stands for at home is the image that we will project abroad.

"We, therefore, earnestly request reconsideration of the Interior Depart-

ment's contemplated decision on the San Luis Project before it is made public. We urge you to take a direct hand in making sure that reclamation law is fully applied to the entire project, and that you overrule those who would subvert the declared principles of your Administration, which you have announced to the world in opposition to land monopoly.

"THOS. L. PITTS,
"Secretary-Treasurer,
"California Labor Federation, AFL-CIO."

A similar wire was directed by AFL-CIO President George Meany to Attorney General Robert Kennedy on December 26, which read as follows:

"The American Federation of Labor and Congress of Industrial Organizations urges you to rule against the pending opinion on the San Luis Project case submitted to the Department of Justice by the Interior Department Solicitor. If the Solicitor's opinion voiding the 160-acre limitation under state service areas stands and is translated into policy of the Kennedy Administration, it will constitute a travesty on long-existing policy and a complete misreading of the intent of Congress. It also will place the Kennedy Administration in the position of calling for land reform in Latin America, while simultaneously strengthening the hold on California of the great corporation farmers who will be chief beneficiaries of the Interior Department Solicitor's opinion. In its recent policy resolution on natural resources, labor has again called for strengthening the principle of the family-sized farm and anti-monopoly limitation on land ownership on federal reclamation projects. Consequences to the future of the federal reclamation programs will be most grave unless the intent of Congress and policies as old as the Republic are retained on the San Luis Project.

"(S) GEORGE MEANY, President."

Despite these actions, the Justice Department allowed the exemption, but, at the same time, also approved the favorable opinion of the Department of Interior denying exemption from the acreage limitation on the Kings and Kern Rivers through the device of lump sum repayment contracts. Even in the case of the San Luis joint-use contract, however, the Attorney General expressed strong doubt that Congress had actually intended such exemption, and strongly suggested that the whole matter should be reviewed again by Congress.

In connection with the Attorney General's suggestion, it should be noted that when Congress authorized the San Luis Project and the negotiation of the joint-use contract, it provided for a 90-day review process whereby the Interior committees in either house, by their own initiative, could initiate a resolution rejecting the contract. It was soon apparent, however, that since both the committees involved initially had recommended the exemptions, only to be reversed on the floor of the respective houses of Congress, it was most unlikely that resolutions of disapproval of the contract would be initiated. As the 90 days in Congress began to run out without any evidence of committee action in either house, Senators Morse, Douglas, and Proxmire launched a six-hour debate on April 2 to expose the giveaway contract. On April 3, the Senators introduced a resolution asking the Senate Interior Committee to require compliance with reclamation law in negotiating the contract between the state and federal government. The Federation, along with the AFL-CIO, communicated their support of the Morse-Douglas-Proxmire resolution to the Senate Interior Committee, but again no action was taken, and the contract allowing the exemption was permitted to go into operation on conclusion of the 90 days. In the Federation's communication to the Senate Interior Committee, the history of the San Luis controversy was reviewed in the context of labor's basic support for water development programs with anti-monopoly protections.

A copy of the wire sent to President Kennedy, quoted above, was also forwarded to the committee.

Since the approval of the contract, action in Congress has now focused in the House and Senate Committees, where the Federation and the AFL-CIO are urging that riders be attached to pending appropriations on the San Luis unit and the related Feather River Project to require compliance with reclamation law. In this connection, on May 15, 1962, your secretary directed the following communication to the House Appropriations Subcommittee on Interior, the House Appropriations Subcommittee on Public Works, and the Senate Appropriations Subcommittee on Department of Interior and related agencies:

"RE: \$13 million appropriation to begin federal construction of San Luis (California) Project: \$66 million "flood control" federal contribution to Oroville (California) Dam Construction.

"Organized labor in California has long assumed a leadership role in pressing for the comprehensive development of our precious water resources in the West. At the same time, we have been strong supporters of federal reclamation law, which is designed to assure the widest possible distribution of the benefits of such development free of monopoly domination and land speculation. Without these protections, water development in the West can become the vehicle for the suppression of economic and political democracy, as well as the destruction of the family farmer, whose survival is inextricably linked to the enforcement of reclamation law.

"I am writing concerning the above appropriations, because their approval at this time without a clear statement on the part of the committee that they shall carry with them the full application of reclamation law would subvert national policy and contribute to the demise of comprehensive water development in the West as a responsibility of the federal government.

"The two projects are inter-connected. As part of the state water resources development plan, Oroville Dam would store water for distribution by the state in the Central Valley and the southern part of the state. Water so distributed would utilize the San Luis storage facilities, which, as a key unit of both the federal CVP and the state water development plan, would be a joint federal-state undertaking.

"You will recall that when the San Luis Project Authorization bill was approved by Congress with provision for the joint use facilities, both the Senate and the House of Representatives in floor debate deleted provisions of the bill which would have exempted state deliveries from the application of reclamation law. In the negotiation of the required joint-use contract between the State of California and the federal government, however, the Department of Interior took it upon itself to flout the will of Congress and allow the state exemption from reclamation law on completely untenable grounds that the so-called state water development plan was an "independent" undertaking without any financial participation on the part of the federal government. The Oroville appropriation is proof positive that this is not the case, and that the nation's reclamation law must indeed be applied.

"Accordingly, we urge your committee to take the corrective action that is

necessary at this time to preserve the integrity of national policy.

"As indicated above, the issues at stake extend to the functioning of economic and political democracy. This is made virtually impossible in the so-called state service area of the San Luis Project where approximately 60 per cent of the acreage is held by a handful of landed monopolists who rule over their vast domain not unlike feudal lords of the past. The application of reclamation law is essential to break up these large holdings and make it possible to encourage the formation of family farms.

"In this connection, we would call to your attention the recent agreement between the Secretary of Agriculture and the International Ladies Garment Workers Union for the investment of some \$100 million of the union's health, welfare and pension funds in the next four years to help finance family farms through loans made and serviced by the Farmers Home Administration. This agreement reflects the depth of labor's dedication to the principles of national policy which we seek to preserve in California.

"Yet in California at this very moment, we are threatened with the possibility that hundreds of thousands of acres will be foreclosed to future generations of family farmers if the above-mentioned appropriations are approved without the application of reclamation law.

"Certainly, the social responsibility demonstrated in the example of the ILGWU commands a demonstration of equal responsibility on the part of Congress to preserve historic national policy.

"We respectfully request that this letter be made part of the record in connection with the consideration of appropriations listed above."

At the time of this writing the decisions of the respective appropriations committees have not been revealed. Your secretary is keeping in close touch with the situation.

It should be noted finally in regard to another phase of water and power development, that the Federation is actively supporting a power intertie system with the Pacific Northwest to bring cheap public power to California. The following letter, dated June 8, 1962, directed to Secretary of Interior Stewart L. Udall, ex-

presses the Federation's position on this matter:

"As you know, the California Labor Federation, AFL-CIO, is vitally concerned with the future industrial development of California, which is dependent upon the full development of our water and power resources on an integrated basis. Repeatedly, we have called to your attention our support of a united western approach to this problem.

"Accordingly, I am writing at this time to call to your attention our recognition of the vital importance of proceeding with the proposed intertie between the Pacific Northwest and the Pacific Southwest as an essential means of transporting large quantities of electric power by direct-current transmission from an area of surplus to an area where low-cost public power is urgently needed. In this connection, of course, we are strong supporters of the public agency preference clause in reclamation law.

"During the past several months, I have followed closely some of your speeches to public power groups on the urgency of action in coming to grips with our western water and power problems. You have indicated that the Department of the Interior is anxious to revive a united western reclamation program in which the development of power interties would be a vital and indispensable link.

"At this time, it is our understanding that a \$500,000 appropriation for pre-engineering and planning for the Pacific Northwest intertie is before the House Ways and Means Committee. If you have not already done so, we in the California labor movement urgently request that you give public support to this appropriation, both before the Ways and Means Committee and through your information office in the Department of the Interior. It is important that this appropriation be made by Congress this year so that planning for the intertie may proceed at once. While this office has had some basic disagreements with your Department concerning the application of other features of reclamation law in regard to California water development, I am sure we agree that the Pacific Northwest intertie is of primary importance to the California water development plan.

"Thank you for your consideration of this request."

AGRICULTURAL WORKERS

Your secretary's report to the 1960 convention detailed the extensive organizing activities of the Agricultural Workers' Organizing Committee during the preceding year, together with the administrative and legislative struggles engaged in by the organization along with the Federation itself.

After a lull in AWOC's activities following the Imperial Valley lettuce strike early in 1961, the national office revamped AWOC and its organizational approach, with the Federation's secretary assigned a major role in development of policy. The rebuilding process, as covered in the Executive Council's reports, has progressed in a more quiet manner, but the underpinnings of AWOC, its support among the farm workers, its working liaison with local central bodies, and its membership base are today on a sounder footing than ever before. The outlook at this juncture is for a sustained and systematic approach at the organizational, administrative, legislative, and public relations levels leading to eventual triumph for this most depressed segment of our labor force.

Public Law 78

Much of the Federation's energies in relation to the agricultural labor issue have been expended in legislative and administrative proceedings. Inevitably, the central focus has been on the issue of repealing Public Law 78 and/or liberalizing its provisions and interpretation.

With the bracero importation program due to expire June 30, 1961, the grower campaign for at least a 2-year extension of Public Law 78 was already under way at the time of our 1960 convention. The intense opposition to this program from diverse sections of labor and community groups succeeded in limiting the agribusiness interests to a measure extending the program for only 6 months. Assurances were given that full hearings regarding further extension would be held during 1961.

Congress in 1961 was given a choice between two basic bills dealing with this question. The Gathings proposal (H.R. 2010) simply extended the law for an additional two years without any changes. The Administration-supported McCarthy bill (S. 1945), while extending the law for two years, advanced a series of needed reforms to correct the program's many abuses. The essential changes it provided included:

1. Limiting the number of braceros available to any one employer in order to stimulate competitive recruitment.

2. Extension of the wages and benefits received by braceros to domestic workers before supplementary foreign labor could be approved.

3. Limitation of braceros to unskilled, seasonal, and temporary jobs.

4. Payment of wages to braceros at least equal to the average agricultural hourly rate in the state or nation, whichever is lower, providing that annual increases would not exceed 10 cents per hour.

The ensuing battle, in which the Federation played a prominent role, revolved around the modest proposals contained in the McCarthy bill and the adamant grower opposition to even the slightest reforms as reflected in the Gathings measure. Part of the backdrop for this struggle was the fact that in 1960 some 315,000 braceros were imported by growers while the equivalent of 1.4 million rural Americans were totally unemployed.

After the Gathings bill passed the house, your secretary on July 19, 1961, addressed the following communication to President Kennedy:

"In behalf of the 1.3 million members of the California Labor Federation, I would like to commend your Administration for sponsoring certain widely needed reforms in Public Law 78 as proposed in S. 1945.

"I would like to assure you that the working people of this state would regard Senate concurrence in the House extension of this law without any reforms, through its approval of H.R. 2010, as a major tragedy.

"We would deeply appreciate it if this matter continues to receive such attention from your office as is needed to guarantee that some balance be brought into this inequitable situation through passage of S. 1945."

Contact was also made with Senators Engle and Kuchel urging their support along these lines.

On July 18, the Subcommittee on Agricultural Research and General Legislation rejected the McCarthy proposals in favor of a retrogressive measure presented by Senator Everett Jordan of North Carolina. The full committee on the following day rejected the retrogressive portions of the subcommittee bill but at the same time turned down the

most important of the McCarthy amendments. Minor victories were scored, however, when it agreed to the following changes:

1. Restricting use of braceros to temporary and seasonal employment.
2. Payment of wages to domestic workers comparable to those received by Mexican Nationals.
3. Barring braceros from operation or maintenance of power-driven machinery.

Grass roots expression of support for the McCarthy amendments was again sought by the Federation from trade unionists, along with other interested groups and individuals throughout the state.

After two days of Senate floor protest over deletion of the McCarthy amendment requiring farmers to pay braceros at least 90 per cent of the state or national average farm wage, whichever was lower, the upper house passed the conference version of the legislation by a 41-31 roll call vote on September 23. Along with many appeals from religious, community and other labor organizations, the secretary directed a strong appeal to President Kennedy urging the exercise of his veto power. The full text of the letter is as follows:

"We are deeply disturbed over passage of the conference report on Public Law 78 by an affirmative vote of only 41 out of our 100 Senators and under the adverse circumstances created by the pressures for adjournment.

"The proposed renewal of this measure in virtually unchanged form would continue federal complicity for another two years in the shameless depression of the wages and working conditions of our 2 million farm workers and their families to levels which are incredibly alien to American standards. Beyond this, the survival of the farm labor importation program would extend the competitive advantage it has bestowed upon corporation farms in the form of a vast pool of cheap labor which has been harnessed so successfully toward eliminating hundreds of thousands of family farmers.

"There can be no doubt that the people of California, and of the entire nation, would overwhelmingly welcome the termination of this infamous statute.

"In view of the conference's elimination of the McCarthy amendment to place a modest floor under wages paid to Mexican Nationals in each state, along with deletion of the bar against bracero employment on power-driven machinery, the

legislation falls abysmally short of meeting the minimum acceptable standards specified by your Administration and in the Democratic Party platform as a condition of renewing this program.

"We therefore call upon you to implement your avowed position in this matter by vetoing this creation of the corporate farms. We are further strengthened in our conviction that this is the only proper course of action to be taken by the knowledge that, had the entire Senate been in Washington on September 23, the conference report would have been soundly defeated by a majority vote of that body.

"In behalf of the 1.3 million working men and women affiliated with our Federation, I urge you to give your most earnest consideration to our request which embodies the position unanimously adopted by the 2,000 delegates to our state convention in August, 1960."

In denying these pleas and signing the measure into law, the President nevertheless fully acknowledged the many studies firmly establishing the adverse effect upon the "wages, working conditions and employment opportunities of our own agricultural workers, large numbers of whom are unemployed or underemployed."

Beyond this, he asserted, "The workers most seriously affected are from those underprivileged groups which are already at the bottom of our economic scale; the conditions under which these people work and live are a matter of grave concern to me."

After deploring the abandonment of the Administration's proposals, President Kennedy pointedly observed:

"Present law, however, provides broad authority to regulate the conditions under which Mexican workers are to be employed. In particular, existing law authorizes, and indeed requires, the Secretary of Labor to permit the employment of Mexican workers only when he can determine that their admission will not adversely affect the wages and working conditions of domestic agricultural workers. This comprehensive, general authority was not changed by H.R. 2010, and its availability was clearly recognized during the legislative consideration of the bill.

"The adverse effect of the Mexican farm labor program as it has operated in recent years on the wage and employment conditions of domestic workers is clear and is cumulative in its impact. We cannot afford to disregard it. We do not

condone it. Therefore I sign this bill with the assurance that the Secretary of Labor will, by every means at his disposal, use the authority vested in him under the law to prescribe the standards and to make the determinations essential for the protection of the wages and working conditions of domestic agricultural workers."

Barely a month later, U. S. delegates to a meeting of the Joint United States-Mexico Trade Union Committee in Mexico City learned that the two governments involved were conducting secret negotiations to extend the Mexican contract labor program. It was the first time in years that the organization's U. S. Section on which your Secretary-Treasurer represents the Federation, had not been informed of such negotiations and invited to send observers. On November 15, 1961, the U. S. Section wired President Kennedy:

"The deep concern expressed by you in signing H.R. 2010 regarding our domestic farm workers and their welfare, is being ignored by representatives of our State and Labor Departments meeting in secret sessions with their counterparts of the Mexican government in the implementation of amended Public Law 78. The Joint United States-Mexico Union Committee meeting in Mexico City is shocked to learn that negotiations are being carried on in haste and secrecy."

The telegram appealed to the President to intercede by requesting the two departments not to finalize the amended international agreement until the Joint Committee had received information concerning the contemplated changes "so that the Committee may have full opportunity to study such changes in our forthcoming meeting scheduled for January 10-12 in Ciudad Juarez, Mexico, and in El Paso, Texas, which representatives of the U. S. State and Labor Departments will be invited to attend and participate in."

The matter of consultative status for the Joint Committee at future negotiations of the international agreement remained unresolved (as of May, 1962).

Similarly frustrating was the scheduling of hearings relating to the adverse effect clause of Public Law 78 for December 8, 1961, a time when virtually all of the actively interested labor leadership was attending the AFL-CIO's Fourth Constitutional Convention. A telegram to Secretary of Labor Goldberg from the chairman of the U. S. Section expressed labor's astonishment that such scheduling could occur. This evoked Assistant Secretary of Labor Jerry R. Holleman's "sincere re-

grets that the hearing date could not be changed."

Adverse Effect Rulings

The first step toward formal implementation of the Kennedy Administration's announced intentions regarding the bracero program took place December 8, 1961, in Washington, D. C., in the form of Labor Department hearings on the "adverse effect" clause and the 1961 amendments to Public Law 78.

In a wire submitted into the record, your secretary declared:

"We would like to record our wholehearted approval of the Department's apparent intent to administer this program more vigorously than in the past.

"The presence of adverse effect upon wages and working conditions of domestic farm workers was firmly established by the four distinguished consultants appointed by your predecessor. Too often, however, the cumulative nature of adverse effect is overlooked. In other words, wage and other losses suffered by farm workers as a result of this program have mounted each year since enactment of the statute.

"We therefore urge a long overdue partial correction of this vast injustice by establishment of a \$1.00 minimum hourly wage for braceros, applicable also to available domestic workers in crops and areas where braceros are employed.

"If the new amendments are to have any meaning, we insist upon a broad interpretation of the section granting domestic workers the same working conditions as are now employed by braceros in such areas as the three-quarter time work guarantee. Similarly, strict prohibition of bracero employment on mechanized, non-seasonal, or non-temporary employment is vital if the law's asserted intent to safeguard domestic farm workers is to have any significance."

On the eve of the hearings, the mounting pressures for corrective action precipitated an Imperial Valley grower announcement of a \$1.00 hourly rate for all lettuce harvest workers.

While this was far from meeting minimally adequate standards, it nevertheless reflected the effectiveness of public expression of concern. Until two years ago, Imperial Valley farm workers had suffered from a long-term wage freeze at the almost unbelievable level of 70c an hour. They were boosted somewhat by 1961 un-

der pressure from public opinion and AWOC's organizational activities.

As a result of this investigation, the Labor Department ruled early in January, 1962, that winter lettuce growers in Imperial Valley and elsewhere must pay their bracero crews a piece rate for field harvesting of 24 cents a carton or its equivalent. This was expected to give most lettuce workers an opportunity to recapture their former earning level ranging from \$1.25 to \$2.00 an hour.

Denouncing the ruling as "un-American," an air lift of California bracero users proceeded to Washington in a massive effort to pressure the Department to reverse itself. As signs of Labor Department backtracking mounted, the Federation took the initiative towards developing an effective counter-mobilization at both the state and national levels. To help offset the intense grower pressure, the following wire was sent to Secretary of Labor Goldberg on January 15:

"We would like to commend you upon the recent determination that a 24 cents per crate price in the Imperial Valley lettuce harvest is necessary to prevent adverse effect upon domestic workers. The Department's action constitutes a heartening indication to millions of Californians that the Kennedy Administration plans to redeem its pledge for a fair enforcement of Public Law 78. We urge you to stand fast on this matter of such fundamental importance to hundreds of thousands of farm workers in California alone."

Backed by the Federation's executive council, which was in session in Hollywood, your secretary again wired Goldberg three days later, as reports from Washington indicated further deterioration in the situation:

"We are shocked to learn that the Department is contemplating proposing an alternative to the recently promulgated rate in lettuce that would give braceros a choice between a 24-cent piece rate and a flat \$1.00 per hour.

"This would make a mockery of the Kennedy administration's expressed determination to enforce prior rights of employment for domestics. Obviously, grower pressure on braceros to select the \$1.00 an hour rate would render the choice completely meaningless. You certainly should recognize this.

"I urgently request that the final decision on this alternative proposal be held up until I am able to be in Washington on January 22 to discuss the mat-

ter with the Department on behalf of the California AFL-CIO.

"The same courtesies extended growers in granting them several days to travel to Washington, D. C., to meet with the Department should certainly be extended to the AFL-CIO movement in the State of California."

A telegram was also sent to the entire California congressional delegation urging that they stand firm "against pressure groups seeking to reverse the Department's ruling. The time has come when men of integrity must defend the rights of our domestic farm workers against the nineteenth century labor philosophy of the protesting grower-oriented groups."

During this week, the 200-man grower delegation in Washington met in a series of meetings with both the Labor Department and the entire California congressional delegation. Despite your secretary's protest against such unilateral negotiations, organized labor was not invited to represent the interests of the workers involved in these meetings. Before he arrived in Washington, the Department had acceded to the grower campaign by granting the flat \$1.00 per hour alternative to the growers. Upon his arrival, Department representatives met with your secretary only to explain an accomplished fact and the workings of the grower alternative. Theoretically, the workers would have the choice as to the method of payment, but developments since that time have cast a considerable doubt over the degree to which this right has been observed.

Beyond this concession, the growers also succeeded in extracting from the Department a commitment that no further rulings affecting California would be made prior to the holding of further hearings in this state. Accordingly, "adverse effect" hearings were scheduled for February, 1962. A Federation representative was assigned to attend the February 19 hearing in Los Angeles. Two days later, extensive testimony was presented to the Department at hearings in Sacramento by your secretary. His testimony was submitted in cooperation with four agricultural workers accompanying him in behalf of AWOC.

The secretary's blistering criticism of government officials' failure to prevent grower abuses called for an end to the 10-year accumulation of adverse effect inflicted upon domestic farm workers by the bracero program. If a shortage of labor actually existed in agriculture, as alleged over the years by the growers, the

Federation testimony noted that such shortages would have boosted wages in the absence of braceros by at least the same degree as occurred in the labor-surplus "food and kindred products" industry. Over the past decade, food and kindred products wages and fringe benefits had risen by 91 per cent. The secretary pointed out:

"The Department of Labor has asked for a yardstick for assessing the presence or absence of adverse effect. In keeping with our firm belief that the cumulative nature of adverse effect must be taken into account, here is the yardstick California labor recommends:

"Where farm wages in a given crop activity have increased 90.8 per cent or more since 1950, and domestic farm workers are still not attracted by the jobs, the use of braceros might conceivably be justified for that activity. If farm wages have not increased by 90.8 per cent since 1950, a request for braceros should automatically be filed in a circular receptacle and carried out at the end of the day with the other trash."

The 91 per cent formula was advanced as a moderate, but more realistic, alternative to the \$1.00 minimum wage for braceros proposed by the Department. It was noted that the 91 per cent yardstick had already discounted other major factors such as the decline of farm workers' fringe benefits, the virtual disappearance of family housing and the gross understatement of farm wage rates in 1950 by official agencies. Other considerations justifying an even more liberal yardstick included the presence even in 1950, of depressed wage rates due to the use of "wet-backs" together with the existence of several smaller-scale federal importation programs in addition to Public Law 78. Furthermore, the food and kindred products manufacturing workers serving as the basis for the formula were themselves "adversely effected" by the spill-over of domestic workers due to bracero displacement.

Asserting that the program, as administered, was made to order for the corporation farms, your secretary told the hearing:

"Indeed, it would be a dream of heaven for any employer in any industry. If the domestic crew couldn't 'make it' at 11 cents for picking a 50-pound box of tomatoes, the grower could not have cared less since an imported crew, with a built-in guarantee against complaints or leaving the job, was always available."

In urging a realistic view of the alleged farm labor shortage, the Federation testimony suggested that a similar "serious shortage" of American steel workers would exist if the federal government enabled steel corporations to import "many thousands of steel workers from Japan at wage rates and working conditions comparable to those prevalent in their native land."

Although agriculture has been the only major industry claiming a labor shortage, the secretary noted that farm wage rates have "incredibly enough declined in a great many cases." The Imperial County sugar beet harvest was cited as an example: 1951 wage rates for this activity ranging from \$1.00 to \$1.25 an hour had declined to a flat \$1.00 rate by 1961.

As to whether or not the Labor Department's proposed \$1.00 minimum was adequate to prevent adverse effect, the secretary declared:

"Within the framework of the problem as we have developed it, the answer is obviously 'No.' It would only have validity in a crop activity where 1950 wage rates were as little as 53 cents an hour.

"We urge the Department to recognize that the directive in Public Law 78 to protect the domestic workers from adverse effect goes far beyond the concept of the minimum wage. The latter relates to minimum decency standards below which no persons should be allowed to enter an employment relationship. The former extends to the control of an external factor which has the potential of forcing every domestic down to or below the level of minimum decency.

"Accordingly, in the absence of a formula for controlling adverse effect... the Department's suggestion of a \$1.00 minimum cutting across various crop activities could perpetuate the present overuse and exploitation of braceros. As such, a \$1.00 minimum would contribute virtually nothing to rebuilding a domestic supply of labor for California agriculture if that minimum is intended to come to grips with the adverse effect of an imported supply of labor. Thus, if a minimum wage is to be adopted, it should truly conform to minimum decency standards and should supplement other procedures for effectively coming to grips with an adverse effect problem...

"We can only trust that when growers are obliged to compete seriously for workers through the application of a formula such as we have suggested, it would then be possible for American farm workers to gain treatment as human beings."

Despite the overwhelming justification for establishment of far higher minimum rates, Secretary of Labor Goldberg late in March established \$1.00 per hour or its equivalent under piece rates, as the rock bottom wage applicable to bracero users in California. In others of the 22 states where various minimum wage rates were set, the Department position collapsed even further by the establishment of floors inferior even to those it had originally proposed.

In a May 10, 1962, hearing on the desirability of extending the Imperial Valley lettuce ruling to other California lettuce producing areas, the Secretary submitted prepared testimony calling for a minimum hourly rate of \$1.53 or its piecework equivalent. Department of Labor officials had already indicated that the California areas already covered by its earlier piecework order were yielding an average of \$1.35 an hour to lettuce harvest workers.

Arguing that piecework was incompatible with a quality pack, grower spokesmen were pressing the Department for elimination of the workers' right under the existing order to avail themselves of the higher earnings available under the piece rate alternative.

Your secretary rejected the \$1.00 proposal as having "nothing whatsoever to do with executing the barest requirements of the law which are that the use of braceros may not in any way adversely affect the wages and working conditions of domestic workers."

In criticizing the Department for having failed to develop a method to measure the damage inflicted upon domestic farm workers, the Federation statement again urged utilizing the "food and kindred products" yardstick submitted by the Federation three months earlier.

California Department of Employment documents were cited to establish the fact that lettuce harvest workers throughout California in April, 1950, averaged 80 cents an hour. The Federation's recommendation in support of an hourly rate of \$1.53 was based upon application of the 91 per cent increase formula to the 1950 average rate of 80 cents an hour.

In observing that organized labor normally opposes the piece work principle as a speed-up and wage-cutting device, your secretary explained:

"We recognize, however, that agriculture does not represent a normal situation. The miserable hourly rates that have been applicable in agriculture have made piece rates the only hope for realizing

earnings even approaching a minimum adequacy level. This situation must be reversed by requiring at least a \$1.53 hourly rate...

"It is clear that employers are attacking the piece rate principle at this particular juncture because of the wide discrepancy between the amount of earnings that the 24 cents a carton piece rate has produced in the affected areas as compared to the \$1.00 hourly rate. They insist upon the option of determining whether workers shall be hired at the piece rate or the hourly rate because they want to beat down earnings to the substandard \$1.00 hourly level.

"We submit that the privilege of exercising option belongs to those who are willing to compete for labor under standards of human decency, rather than in a labor market of contrived shortages stemming from a history of administered wages based upon the standards of the Mexican economy.

"For this reason, we believe that the Department should not, under any circumstances, even consider giving these employers any kind of effective option unless it is prepared to promulgate the recommended \$1.53 hourly rate and minimum guarantee."

Although fair harvest rates would attract many more domestic workers into agriculture, your secretary advised the Department:

"Nothing could be more remote from the average lettuce grower's heart than a labor force dominated by domestic workers with freedom of movement and the standard rights of citizenship."

This matter is still awaiting resolution by the Department of Labor.

As part of a series of rulings issued by the Bureau of Employment Security on March 21, 1962, the Labor Department in effect held that no individual grower could have access to braceros for a total of more than 35 weeks during the year. This precipitated one of the most naked admissions of the injury dealt to agricultural workers by a combination of governmental negligence and agribusiness conniving. The pious pretensions and claims of California's corporate farmers were destroyed by the growers themselves in the April 16, 1962, issue of the statewide public relations arm for the growers' farm labor associations. Since its circulation is limited to members only, the Council of California Growers News Letter did not bother to hedge its remarks in discussing agri-

culture's "cold war," stemming partly from the 35-week ruling. It complained:

"... meetings are being held with Undersecretary of Labor Willard Wirtz and others to again emphasize to the Department of Labor and other members of the federal administration the serious effects which the Department's interpretations can have not only on employers of Mexican Nationals... but on all agricultural employers as well. For it must be remembered that the farm labor pool is analogous to water in a bucket. If a supply is taken out of one corner of the bucket... the entire level goes down.

"This means that, once deprived of foreign supplemental workers... as would surely be the case under the 35-week rule... growers, if they are to get their crops harvested, would be forced to compete for what few qualified domestic workers were available elsewhere. The wages growers would have to offer... the tremendous recruiting and other costs involved in such a fiercely competitive situation would... the experts point out... be driven 'way out of sight'..."

In a letter conveying the full text of the Council of California Growers News Letter's statement on this issue, the Federation on May 29, 1962, called upon the Department for an across-the-board reopening of its rulings in regard to wages and working conditions, in light of this gross confession. Your secretary's communication stated in part:

"Throughout the life of Public Law 78, organized labor has protested the severe adverse effects upon domestic farm workers resulting from grave abuses of the Mexican National importation program.

"In our Sacramento testimony before the Department regarding adverse effect in February, 1962, we suggested that at least the same relative improvements in wages and fringe benefits would have to be in effect for farm workers as those experienced since 1950 by the closely related 'food and kindred products' workers before braceros could legitimately be employed. For farm workers in California, this would have meant a 91 per cent improvement over 1950 levels or a minimum wage generally around \$1.50 an hour.

"Over this same period, the representatives of the various growers' associations have repeatedly won renewal of the law on the grounds that a severe shortage of domestic farm labor existed. Judging from the decisions of the Department and the Congress, the growers have been eminent-ly successful in refuting labor's charges

that the law's provisions against adverse effect were being violated to the severe detriment of domestic workers' wages and working conditions.

"Throughout most of the life of the bracero importation program, the Department has chosen to ignore the overwhelming evidence supporting labor's view that vast injustices were being perpetrated by this program.

"Under the present federal administration, the Department has at long last taken cognizance of the objective facts to a certain extent. Unfortunately, its corrective measures have been so limited that their impact has been incidental and fragmentary at best. This is best illustrated by a comparison of a recent \$1.00 hourly minimum established by the Department for bracero users (a rate already largely observed by the growers) with the \$1.50 justified by the 'food and kindred products' yardstick.

"In recent days, our attention has been drawn to a staggering admission on the part of the leading public spokesman for California's farm labor associations. We have reference to the Council of California Growers News Letter, the publication of the statewide public relations arm for the growers' farm labor associations. This News Letter limits its circulation to 'members only.' Therefore, as opposed to its public position, there can be no question that the views expressed in this confidential publication represent the Council's candid appraisal of Public Law 78 and its effect upon farm workers. In order that there be no question of quoting out of context, the following is an exact quote of the relevant portion of the April 16, 1962, News Letter (including its own emphasis)..."

[We then quoted the full text of the Growers News Letter. Your secretary's letter to the Labor Department then continued.]

"... Of course, we disagree with some of the typical exaggerations this statement makes with regard to the consequences of the 35-week limitation upon employment of braceros. But this and other extravagant claims made by the growers are wholly irrelevant to the central issue which clearly poses a number of extremely pressing obligations upon the Department.

"The significant portions of this admission are contained in the last two paragraphs of the Council's statement. They add up to a recognition that:

"1. In the absence of a bracero impor-

tation program, wages and working conditions for all agricultural workers would be seriously affected.

"2. Growers would be 'forced to compete' in order to recruit and to hold qualified workers.

"3. Farm labor wages and other costs (including fringe benefits) would be driven, in the Council's own words, 'way out of sight.'

"In summary form, the Council's statement coincides perfectly with the position we have maintained before you over the years. In their 'way out of sight' formulation regarding wages, the growers have completely concurred in our own analysis. On this issue, we have held that:

"1. Agriculture is the only major industry claiming a serious shortage of labor over the past decade.

"2. A severe depression of wage rates through the abuse of the Mexican National program has brought about a relative scarcity of labor available for this work in precisely the same manner that similar programs in other industries would be expected to bring about comparable shortages in auto, steel, or carpentry.

"3. Conversely, an actual shortage of domestic manpower in a given industry would, unless an external source of labor supply were available, result in relative improvements in wages and working conditions substantially exceeding those experienced in industries such as food and kindred products where no scarcity of labor existed.

"In the most persuasive possible manner, the growers have confirmed our claim of modesty for the 91 per cent yardstick based on the experience of the food and kindred products workers. Far from demanding the 'way out of sight' improvements conceded by the growers themselves as inevitable under a labor shortage condition, the 91 per cent formula calls for nothing more than the relative improvements occurring since 1950 in labor surplus industries.

"In view of these facts, we believe that the growers themselves have placed the Department in a position where it has no other recourse than to reopen and re-examine all its rules and procedures pertaining to wages and working conditions required of agricultural employers before they can be certified for the use of braceros.

"In approaching this matter, the Department must ask itself the meaning of the law's constraints against adverse effect. For

us, the meaning is clear—it necessarily implies guaranteeing domestic farm workers the level of wages and the quality of working conditions which would have been expected to prevail if the federal government had not availed the growers of a 'temporary and supplemental' source of foreign workers.

"If this is the Department's construction of the language of the law, it must necessarily move in the direction we have indicated in light of the Council's candid statement. If for some reason the Department places a different interpretation upon the 'adverse effect' provision of Public Law 78, then America's millions of farm workers, as well as the general public, are entitled to a detailed exposition of that interpretation.

"We submit that the Department's course of (required) action is unequivocal and must result in the very near future in broad steps toward a re-evaluation of the entire program and its implementation..."

A response received on June 18, 1962, from Secretary Goldberg read:

"Thank you for your letter of May 29 regarding the 'adverse effect' provision of Public Law 78. I have asked Mr. Goodwin, Administrator of the Bureau of Employment Security, to initiate serious study of your thoughtful presentation. I assure you that this is a matter which has been of utmost concern to the Department for a long time.

"You will recall that I asked Congress last year for guide lines to assist me in applying the statutory provision in question, particularly with respect to wages. When Congress failed to furnish these guide lines, the Department proceeded to take action along that course which seemed most reasonable under the law, with due regard for the interests of all parties concerned.

"I appreciate your recognition of the fact that under the present Administration the Department has taken some cognizance of objective facts. We recognize that our actions have not solved all of the problems inherent in the existence of a foreign agricultural worker program. At the same time, I am convinced that progress has been made and that this progress will continue.

"I note your request for a re-examination of the adverse effect concepts which underly the recent wage determinations. This has, of course, been a matter of continuing discussion and controversy over the years, much of it at a general level

which has perhaps done more to hurt than to help the possibilities of satisfactory resolution of the important issues which are involved.

"We have now, through this series of wage determinations, set upon a specific course of action. An important part of this decision is the firm intention to review these determinations regularly, probably annually, but after shorter periods if this appears advisable on the basis of actual experience. It would also be an important part of this review process to obtain from all interested parties their views regarding the results of this experience.

"Account also has to be taken of the impossibility of any long range certainty regarding congressional action with respect to Public Law 78.

"It is accordingly my view that this question in view of these wage determinations should be left on this suggested basis for the time being..."

"Blue Card" Immigrants

Aggravating the effects of the extensive temporary importation of braceros under Public Law 78 has been increasing grower reliance upon permanent "blue card" entries from Mexico under the McCarran-Walter Act. In fact, utilization of the McCarran-Walter Act's immigration provisions has seemingly grown in direct proportion to the degree that the protective provisions relating to domestic workers under Public Law 78 are enforced.

With some 203,000 "blue card" immigrants in California, most of whom were employed in agriculture, your secretary, on April 4, 1961, brought the situation to Secretary of Labor Goldberg's attention. While making it very clear that organized labor is "in favor of a liberal open-door policy as the foundation of our nation's immigration statutes," the secretary observed:

"... the provisions of Public Law 414 (McCarran-Walter Act), along with the manner in which they appear to have been implemented in many instances, raise many grave questions... with respect to their impact upon the state and national economy, and particularly domestic agricultural workers."

Goldberg's attention was drawn to a report of the Solicitor's Office of the United States Department of Labor, which pointed out that admission of "blue card" immigrants for employment is governed by the express provisions of Section 212 (a) (14) of the McCarran-Walter Act. These

provisions prohibit the admission of any alien seeking entrance for the purpose of performing skilled or unskilled labor if the Secretary of Labor determines and certifies that:

1. Sufficient qualified workers in the United States are available at the time of the visa application in the area of employment; or

2. The employment of such aliens will adversely affect the wages and working conditions of domestic workers.

It was noted that these provisions were implemented by an arrangement between the State and Labor Departments, along with the U. S. Attorney General, under which immigration applications are reviewed only where an employer seeks the entry of 25 or more workers. As a result, agricultural employers have often been able to hold out promises of employment and bring in Mexican immigrants unwittingly as strikebreakers in groups of 24 or less without any review as to adverse effects.

Beyond seeking an investigation into such major abuses, the secretary urged exploration of other aspects of Public Law 414, including:

1. Widespread offers of "permanent employment" to immigrants made on a frivolous basis by employers in order to enlarge the pool of low-cost labor available to agricultural employers. It was noted that "there is every reason to believe that generous offers of permanent employment could very easily be filled from the ranks of domestic agricultural workers if any genuine recruitment effort were made."

2. A thorough check on past employer sponsors of immigrants to determine their performance with respect to actual employment of such workers and the period of time and conditions of their employment.

3. Review and possible interpretation of Section 212 (a) of the immigration law dealing with "immoral classes" as a basis for requiring affirmative statements of the potential immigrants' refusal to serve as strikebreakers. Your secretary observed that the refusal of federal administrators to recognize such a statement in effect gives the official stamp of approval to potential strikebreaking activity and necessarily raises a moral issue.

In acknowledging organized labor's gratification with the Labor Department's concern for the welfare of working people, as displayed by Secretary Goldberg's tours through some of our depressed areas, the letter concluded:

"Without any intention of taking away from the importance of the problems of manufacturing and similar workers affected during the past year by the recession, I would like to impress upon you the fact that those conditions are a permanent feature of the lives of most of our 2 million agricultural workers."

A response received on April 27, 1961, from Solicitor of the Labor Dept. Charles Donahue stated in part:

"The Department is aware of the problems to which you have reference and is currently engaged in investigations to obtain a full and clear picture of the facts involved. In the near future, we will be meeting with representatives of the Immigration and Naturalization Service of the Department of State to discuss necessary steps to solve these problems . . .

"We shall certainly give full consideration, in our discussions, to the recommendations you have made."

Sugar Beet Hearings

A hearing conducted by the U. S. Department of Agriculture on January 15, 1962, relating to the determination of sugar beet workers' wage rates in California was participated in by a representative of the Federation. Labor's position was presented orally much along the lines advanced by your secretary in the subsequent hearings regarding Public Law 78's adverse effect clause.

Since the sugar beet growers and processors once again assumed their stock position of inability to pay, ensuing correspondence with the Secretary of Agriculture urged that USDA make public the results of its cost of production studies in order that interested parties might ascertain the truth of the growers' contention. USDA responded to the effect that its statistics on this subject were obtained on a confidential basis and for administrative purposes only. As a result, it declared, it was not in a position to make public these findings.

Some of the background to this issue is to be found in the Federation's May 22, 1962, testimony submitted by your secretary to the House Agriculture Committee's hearings on amending the Sugar Act. Part of this testimony declared:

"In examining the history of the Jones-Costigan Act's enforcement by the U. S. Department of Agriculture, we are struck by its failure to give coherent and intelligible meaning to Congress' directive that sugar workers be paid a 'fair and reason-

able wage.' It will be recalled that this requirement was made part of the original Act in 1934 as a corollary to the public subsidies to be extended to sugar growers and refiners.

"In its most recent determination, the Department of Agriculture has found to be 'fair and reasonable' wages of \$1.46 (plus fringe benefits of about 50 cents an hour) for Hawaii, 75 cents to \$1.00 for the beet areas, 60 cents for Louisiana, and 50 cents for Puerto Rico.

"With the exception of Hawaii and possibly Puerto Rico, the supposed safeguards provided by the Act have resulted in sugar wage rates inferior even to those paid on the average to other farm workers in the areas involved. In view of the fact that farm wage rates generally average less than one-third those enjoyed by American factory workers, it is impossible to comprehend the vastness of this miscarriage of justice for sugar workers.

"Since variations in living costs within the nation are relatively minor, it equally defies the imagination as to how the Department could simultaneously find wages ranging from 50 cents up to \$1.46 and more 'fair and reasonable' for the several areas involved.

"The Department has obviously attempted to do nothing more than to indiscriminately adopt the depressed wage levels prevailing in bracero-dominated areas while at the same time, in the case of Hawaii, approving those brought into being through collective bargaining. This was done without the slightest reference to actual needs based upon living costs. Nor was there any pretense of utilization of objective criteria in determining a 'fair and reasonable wage' for sugar workers.

"This irresponsible approach has served the selfish needs of the large-scale growers and processors by helping to impose the most extreme depression of wage and income levels upon sugar workers generally. The artificiality of these depressed conditions is most fully understood when it is borne in mind that this retrogression transpired during a decade when agriculture, including sugar growing, was the only major industry in the nation professing a drastic shortage of labor necessitating the widespread use of imported workers.

"It is against this background of shortcomings in implementing the expressed intent of the law that the Committee must approach the matter of amending the Act. If it is truly the intent of this Committee and the Congress to afford workers in this

industry safeguards and protections somewhat commensurate to those it has extended to the rest of the sugar industry (namely, growers and processors), then it cannot conscientiously ignore the farcical nature of past efforts at interpreting the 'fair and reasonable wage' provision. To continue the program on its present basis would be the height of hypocrisy.

"Instead, Congress should and must give meaning to the law by incorporating into it specific requirements as to the method to be used in determining 'fair and reasonable wages.'

"In this connection, we would like to suggest that a fair and reasonable wage level for sugar workers can best be established by applying the relative wage and fringe benefit improvements experienced by the closely related 'food and kindred products industry' workers since 1950."

The 91 per cent formula outlined above in reference to "braceros" was accordingly advanced as a specific recommendation.

Your secretary's testimony then cited the evolution of hourly sugar beet wage rates during the past 12 years in Monterey County, one of the leading producing areas of California. The testimony continued:

"... as a result of bracero domination and laxity of enforcement of governmental safeguards for domestic workers, the rise of wage rates from 75 cents to only \$1.00 an hour between 1950 and 1962 represented a 33½ per cent increase. Had a 91 per cent increase occurred during this period, as was experienced by the closely related food and kindred products workers, the May, 1962, thinning and hoeing rate would have rested at \$1.43 an hour.

"Nor should it be overlooked that most of the increase that actually took place since 1950 was very belated in nature, having occurred within the last few years. The relatively sudden jump from 82.5 cents an hour in 1959 to \$1.00 an hour was the direct result of the AFL-CIO's organizing efforts within the past few years, together with a rather cautious attempt by the Department of Labor to effectuate some of its own legal responsibilities in this area. If it had not been for these pressures on the growers, one can only assume that the Department of Agriculture would have leaned favorably toward the judgment that 75 cents an hour was as fair and reasonable in 1962 as it was in 1950.

"Monterey County's experience, and that of virtually all the other sugar producing areas, make it only too apparent that the fair and reasonable wage standard

written into law by Congress has been totally ignored by the program's administrators.

Williams Bills

The beginnings of a positive federal program for alleviating the growing plight of farm workers and their families was placed before the 87th Congress in the form of a series of modest bills advanced by Senator Harrison A. Williams of New Jersey.

One of the most important of these measures (S. 1129) dealt with the stabilization of the domestic agricultural labor force through improved programs of recruitment, transportation and distribution of the work force. In testimony submitted May 17, 1961, to the U. S. Senate Subcommittee on Migratory Labor, your secretary endorsed such programs, along with the bill's stated objective of firmly establishing the rights and obligations of both workers and farm employers. The subcommittee was told:

"To accomplish these objectives, S. 1129 would broaden the Wagner-Peyser Act so that various recruitment aids, similar to those now employed in recruiting foreign labor, would be applied to domestic farm workers. Specifically, the bill would provide for the following benefits for interstate domestic farm workers:

"1. Transportation, food, housing, and emergency medical care to workers' families prior to conclusion of the employment contract.

"2. Housing, subsistence, and emergency medical care for workers' families during the period in which employment arrangements are being made.

"3. Guaranteed payment of earnings lost as a result of an employer's breach of contract.

"4. Contractual guarantees, enforced by the Secretary of Labor, as to wage rates which, in no event, shall be less than those prevailing locally.

"5. Guarantees of not less than 160 hours of work during each 4-week employment period.

"6. Housing and sanitary facilities conforming to minimum standards prescribed by the Secretary.

"7. Employer-paid workmen's compensation insurance coverage in those states permitting such coverage, as in California. Where coverage cannot be obtained, equivalent payments are to be provided at the expense of the employer.

"8. Restrictions against utilization of

this program unless it has been determined that sufficient local workers are unavailable, that adverse effect upon wages and working conditions will not take place, and that reasonable efforts have been made to attract and retain local workers under conditions comparable to those offered to out-of-area workers.

"9. Up to \$200,000 annually for financing studies and projects leading to fuller utilization of under-employed rural Americans.

"These protections fall far short of the legal benefits available to braceros under the U. S.-Mexico Migrant Labor Agreement of 1951, which also include provisions such as:

"1. The right to elect their own representatives.

"2. Grievance procedure.

"3. Tools and equipment to be furnished by the employer.

"4. Limitations upon employer deductions and upon length of contracts.

"5. Non-occupational health and life insurance.

"6. Maximum charge for meals furnished by the employer, along with the right to reject such a feeding arrangement.

"7. Prohibitions against discriminatory practices.

"8. Freedom to make purchases wherever the worker chooses.

"9. Protection against illegal and immoral influences.

"While deploring the omission of these additional protections, we would be pleased by this partial measure if the forward steps it seemingly promises were anchored by one further provision. We refer to the fact that this bill, in its present form, may leave these programs on a voluntary basis. If, in fact, a grower may or not become party to this program, or if he may be enabled, through lack of clear-cut language prohibiting such action, to by-pass this recruitment program in favor of importation of temporary foreign labor under Public Law 78, then S. 1129 would indeed be only a meaningless gesture toward alleviating the condition of agricultural workers and bringing some semblance of order to the agricultural labor market.

"Beyond this, the Subcommittee should not blind itself to the demonstrated inadequacy of the proposed limited statutory language dealing with prohibition of adverse effect, reasonable recruitment efforts by growers, and unavailability of local agricultural workers. The abuses of

Public Law 78, recorded in such grim detail during the past decade, should be ample warning against repetition of the failure to pinpoint the intent of Congress in a more precise manner . . ."

By the summer of 1961, five Williams bills, but not including S. 1129, had reached the Senate floor and were passed by the upper house:

1. S. 1123 would prohibit children under 14 years of age from working in agriculture during non-school hours. Youngsters between 12 and 14 would be permitted to work on their parents' farms within 25 miles of their homes, provided their parents had consented. Employers of children under 18 would be liable for disability or death arising out of agricultural employment.

2. S. 1124 had a fourfold purpose: payments to states defraying the cost of regular school attendance by migratory children; granting a maximum total of \$300,000 annually for 5 years to summer schools for migratory children; granting a maximum total of \$250,000 annually for 5 years to state and interstate planning in coordination of programs concerning educational problems of migrant children; granting a maximum of \$200,000 annually for 5 years to pilot projects concerned with the basic practical education of adult migrants.

3. S. 1126 would require certification by the Secretary of Labor of every person who recruits, for a fee, ten or more migrant workers for farms or processing plants other than his own.

4. S. 1130 would provide up to \$3 million annually in federal grants to stimulate and support local health programs in areas seriously affected by the influx of migrants.

5. S. 1132 would establish a national advisory council on migratory labor to advise the President and Congress on migratory labor matters, especially federal laws, regulations, programs and policies.

S. 1130 is of particular interest to organized labor in California because its passage would strengthen Governor Brown's pilot health care program for migrant families, enacted by the 1961 general session of the California legislature. The California program has suffered from a meager \$75,000 annual budget.

In seeking to obtain lower house approval of the health services measure, your secretary on August 25, 1961, sent an urgent message to Representative John E. Moss of the House Committee on Inter-

state and Foreign Commerce. Observing that the limited state funds available in California had already been fully allocated under contracts with 11 counties, Congressman Moss was advised:

"There is a general consensus of opinion that the success of this effort in California depends substantially upon the passage of (companion bill) H.R. 5285."

Congressman Moss was again contacted on March 22, 1962, specifically asking his leadership towards winning approval of all five Williams bills.

By June 1, favorable committee action had resulted regarding S. 1123 (child labor) and S. 1126 (crew leader registration). Favorable action was looked for on S. 1130 (health services). The two remaining measures concerning migrant education (S. 1124) and the national advisory council (S. 1132) were being held up by the House Committee on Labor and Education and one of its select subcommittees.

FLSA Overtime Exemption

As part of the Federation's efforts to counteract the effects of rapid cuts in jobs and working hours due to automation, your secretary urged Secretary of Labor Goldberg to back legislation to repeal various exemptions of the food processing industry from provisions of the federal Fair Labor Standards Act early in February, 1962.

Specific reference was made to FLSA's Sections 7 (b) (3) and 7(c), under which unlimited overtime work is permitted in the food processing industry for 14 weeks out of the year without payment of premium rates. For an additional 14 weeks, straight-time employment is permitted up to 56 hours per week.

Also of concern was Section 13 (a) (10), whereby certain employees were removed from coverage under the so-called "area production doctrine."

Along with the fact that California is the nation's leading food processing state, the basis for the Federation's concern over these exemptions rested on several grounds:

1. Promulgated in the 1930s, the exemptions are now archaic and without merit in the 1960s. The industry is highly mechanized and has been consistently reducing its labor force during the past five years. Present trends indicate further automation in the future and rising unemployment in the industry.

2. Revolutionary changes in the harvest-

ing and storage of agricultural products make the exemptions unnecessary.

3. Factors such as population increase and the much greater mobility of our labor force demonstrate that a plentiful supply of manpower is available.

4. California's food processing areas are all afflicted with substantial unemployment problems.

5. Virtually all manufacturing industries are now on a 40-hour week, with many working even fewer hours.

Under the terms of the 1961 FLSA amendments, a study of these exemptions has been completed by the Bureau of Labor Statistics. Congressional discussions of desirable legislation in this area have been conducted but, as yet, no bill has been introduced.

Farm Labor D.I.

California, by action of the 1961 general session of the legislature, became the first state to bring farm workers under the protection of unemployment disability insurance. Under the provisions of A.B. 1663, a Federation-sponsored bill, some 56,000 growers began making wage deductions on October 1, 1961, for farm worker contributions into the State Disability Insurance Fund. Disability and hospital benefits became payable on May 1, 1962, to eligible farm workers who had received wages of at least \$300 in the 3-month period ending December 31, 1961. For those filing claims after August 1, 1962, the qualifying requirement became \$300 in wages received during the 6-month period ending March 31, 1962.

Weekly benefits range from \$10 to \$70, with the amount determined by the claimant's wages during the highest quarter of his base period. Hospitalized claimants are entitled to benefits of \$12 a day up to 20 days in addition to the basic disability benefit.

Basic disability benefits are paid for each day beginning with the eighth day of disability or the first day of hospital confinement, whichever comes first.

Claims were filed by 102 agricultural workers in California during the first week of the program's operation. It is still too early to make a realistic estimate as to the anticipated volume of claims in the future.

Other State Legislation

As reported in greater detail by the *Sacramento Story*, other basic measures to

help farm workers in their struggle for a better life were lost with the defeat of the Federation's collective bargaining procedures bill, the little Norris-LaGuardia Act and minimum wage bills. The legislature also rejected the Federation's proposal to extend unemployment insurance to agriculture.

As noted previously, the legislature authorized a pilot program to provide health care for seasonal farm workers and their families. The Federation has remained in close touch with this program's development. Pilot programs have now been concluded with 16 counties. For the current fiscal year, the programs have generally been projected in more ambitious form than they were last year. Whether or not they will be fully implemented is largely contingent upon the U. S. Senate's disposition towards Senator Williams' health services proposal discussed earlier in this report.

The only other farm labor measure to win legislative approval in 1961 was S.B. 993, creating a Governor's Agricultural Labor Commission. A broader measure was killed by the Senate after winning Assembly approval. Your secretary is one of two labor representatives appointed by the Governor to the five-man Commission brought into existence by this legislation.

The 1961 legislature also requested a study of farm labor housing by the Division of Housing, but did not include an appropriation for this purpose. A virtually unprecedented grant from the Rosenberg Foundation was instrumental in making the study possible.

President Gruhn was named to a seven-member advisory committee to guide the study. This effort, aimed partly at finding ways to help stabilize the farm labor force, is considered the first such investigation seeking to determine the nature of housing that agricultural workers are able to obtain in labor camps and on their meager incomes in unincorporated fringe areas and rural communities. The Federation has long been concerned over the progressive disappearance of family housing for workers, in the face of increasing dependence by growers on single male workers, as a result of the bracero importation program. (See also report of Executive Council on this matter.)

Farm Wage Order

After a protracted investigation of the farm labor problem, dating back to 1957 when the Federation virtually pushed the Industrial Welfare Commission into as-

serting its long dormant jurisdiction over women and minors in agriculture, the Commission's Agricultural Wage Board was asked to report on December 13, 1961, regarding its recommendations relating to minimum wages, maximum hours, and working conditions.

Due to the wage board chairman's refusal to commit himself on the significant issues involved in the wage board's deliberations, the body had been unable to come up with a majority recommendation. In line with the Federation's earlier testimony, the employee members had urged adoption of a minimum wage of \$1.25 per hour and standard overtime provisions. The restraint of this proposal was apparent from the fact that the California working woman's expenditure budget, used by the Commission in studying minimum wages, justified an hourly rate of \$1.28 based on living cost increases alone.

After receiving the wage board's split report, the Commission designated the first four days of February, 1961, as the dates for a final public hearing. At these hearings, the main burden of documentary evidence was carried by the Federation in a 24-page statement submitted by your secretary. Grower arguments pleading inability to pay were met by a deluge of facts and figures demonstrating near-monopoly domination of U. S. markets by many of California's fruits and vegetables.

Since the agribusiness interests had organized their forces so that the burden of their argument was carried by small growers, the Federation's summary remarks at the end of the 4-day hearings stressed the double-edged weapon available to corporate agriculture in the availability of cheap labor: while depressing the earnings of all agricultural workers, low-priced labor working the corporation farms was simultaneously ruining the small farmers by producing a glut on the market. Although the grower-processor-distributor actually thrived on depressed farm commodity prices brought about by an inexpensive source of hired manpower, the working farmer inevitably experienced a low rate of return on his own family's labor under such competitive circumstances.

Full sympathy was expressed for the plight of the small farmer as well as the farm worker but, the Federation noted, the IWC was limited by its legislative mandate to maintaining the health and welfare of women and minors in agriculture. Accordingly, the Commission was called upon to issue an order complying with the objective requirements set forth in organized labor's testimony.

As a result of various delaying actions launched by the growers, the minimum wage order covering agriculture was not issued until the end of April, 1961. It provided for a minimum rate of \$1.00 per hour for hourly-rated women and minors 16 years of age and over. This wage level was the same as that contained in wage orders covering all other major industries, even though these other orders were already five years outdated.

The effectiveness of this action, however, was clouded by the Commission's failure to establish a minimum for piecework, the principal method for reimbursing labor in agriculture. Instead of requiring piece rates assuring earnings equal to the hourly minimum, as recommended by the Federation, the Commission established only a "call-in" or "reporting" pay provision for women 16 years of age or over paid on a "piece rate or any basis other than hourly."

Under the order, the piece-rated employee required to report, and actually reporting for work, must be paid not less than \$4.00 "regardless of the length of time such employee is required or permitted to work." A guarantee of two hours at the \$1.00 minimum was set as the reporting pay requirement for hourly-paid workers covered by the order.

For lack of a piece rate minimum, the \$4.00 "call in" pay serves as the only hourly guarantee for those not employed on an hourly basis. In the case of a worker laboring for eight hours in the fields, it would amount to a minimum guarantee of no more than 50 cents an hour.

Other provisions of the Agricultural Wage Order included minimum standards for field sanitation, lifting requirements, uniforms, meals, lodging, equipment and protective garments. No restraint whatsoever was placed upon hours of work.

On the same day, the Commission issued another order covering field packing operations. It was essentially the same as an existing order covering after-harvest operations in packing sheds. Both these orders were included in the reopening of wage orders currently being decided by the Commission (See report section on State Activities). In view of the likelihood that the reopened orders will eventually result in a fairly substantial increase in minimum wage requirements, it is likely that the agricultural wage order's protective provisions will fall even further behind since it was the sole area excluded from reconsideration by the Commission.

Farm Labor Conferences

Both in 1960 and in 1962, our President and other Federation representatives participated in the statewide meeting of the Conference on Families Who Follow the Crops.

These two day sessions are designed to bring together representatives of all public and voluntary agencies, along with representatives of organized labor, agriculture, farm workers, and other community groups for the purpose of seeking methods to bring about improvements in all problem areas affecting agricultural labor. Particular attention was paid to farm labor housing problems by our President throughout the two-day conference.

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 June 1, 1960, and June 30, 1962, as reported by him to your Secretary, is summarized herewith, as follows:

I. Court Cases

A. Di Giorgio vs. Perluss, Yuba County

This case involved attempts to restrain the Director of the Department of Employment from determining the existence of trade disputes which, in turn, would involve the referral of domestics and use of braceros by the employers. A temporary restraining order was obtained by the plaintiff against the Department and on August 11, 1960, our motion to intervene was denied.

As a practical matter, lapse of time caused the matter to become moot without the opportunity of appeal.

B. Bowers v. Perluss, Butte County

This action was substantially the same as the Di Giorgio proceeding above and again, although on August 15, 1960, we moved to intervene, our motion was denied.

C. Crosetti v. Brockway, et al., U. S. District Court, Southern District, Southern Division

This was an action instituted by the growers to restrain the Department of Labor from issuing determinations establishing the existence of trade disputes and restraining the referral of domestic employees and use of braceros. A motion to intervene was filed by us on February 2, 1961, and we appeared before the U. S. District Court in San Diego during the

month of February, at which time our motion to intervene was granted and the temporary restraining order was vacated. We again appeared in San Diego on March 7, 1961, and after oral argument, the court denied the injunction.

D. Mitchell, etc., vs. I. A. M.

This action involved a suit by former members of a union to be restored to membership because of their expulsion on the ground they had supported a right-to-work petition. The District Court sustained the contention of the plaintiffs and we filed, at the request of the defendants, a brief amicus curiae on December 20, 1961, in support of a petition for hearing by the California Supreme Court. The petition was denied and the decision of the District Court remains in effect.

E. Hignell & Strange vs. Central Labor Council, et al.

Since our last report, this matter has been disposed of by settlement between the parties.

F. Hale Bros. Stores vs. Retail Clerks Union Local 424

This action involved the reversal by the District Court of Appeal of an arbitrator's award involving the existence of a collective bargaining agreement and the applicability of the agreement's procedures. At the request of the Retail Clerks Union, we filed a brief amicus curiae on March 8, 1961, in support of the petition for hearing to the California Supreme Court. The petition was granted and the Supreme Court issued its opinion reversing the District Court of Appeal and in effect adopting the liberal interpretations of the U. S. Supreme Court in the *Warrior, et al.* cases and specifically rejected the application of the so-called *Cutler-Hammer* doctrine in the State of California.

G. Kerr v. Department of Industrial Relations

This involves the determination of the District Court of Appeal invalidating the portion of a Wage Order prohibiting deduction from wages of women and minors. On October 11, 1961, we filed a brief amicus curiae with the California Supreme Court in support of the petition for hearing by the Department. The petition was granted and the Supreme Court issued its decision reversing the District Court of Appeal and sustaining the validity of the Order in question.

H. Argonaut Insurance v. Montana; Calif. Comp. & Fire v. Colson; and Calif. Comp. & Fire v. Stevens

The issue involved in these cases was

the amount of compensation that should be payable to individuals employed in the construction industry.

The District Court of Appeal in effect reversed the awards of the Industrial Accident Commission and determined that the individuals in question were, in reality, seasonal workers.

After petition was granted for hearing in each of the cases by the California Supreme Court, we filed a brief amicus curiae in support of the position of the claimants that they were entitled to compensation on the theory that their wage rate should be computed on the hourly rate received by them on a per diem basis projected prospectively.

In its decision, the Supreme Court issued an anomalous determination holding in effect that for purposes of computing temporary disability, you could look at the prospective picture, but that for purposes of computing permanent disability, you must look retrospectively and accordingly the result could be that an individual could have two different rates and accordingly two different amounts of benefits payable.

It is felt by all parties involved that the determination of the court, concerning which a petition for rehearing has been denied, will necessitate the enactment of legislative changes because of the difficulties of proceeding under the court's test.

I. Pitts v. Perluss

This is an attempt to obtain an extraordinary writ to enforce the regulations issued by the Director of the Department of Employment terminating the adverse selection of coverage by voluntary plans under the Disability Insurance program in accordance with the enactments adopted by the Legislature during the 1961 session.

The writ was filed originally in the California Supreme Court on May 1, 1962, but transferred by the court without opinion to the District Court of Appeal in Sacramento on May 2, 1962, and denied without opinion by that court on May 7, 1962.

A petition for hearing was filed with the California Supreme Court from such denial on May 11, 1962, and the court, by its order, has extended the time for deciding whether the petition should be granted until July 6, 1962.

II. Legislation

A. Bills Drafted

In accordance with the instructions of the convention, the Executive Council and

the Executive Secretary, the General Counsel drafted in excess of 175 bills for introduction during the 1961 session in Sacramento.

B. The General Counsel attended the 1961 session on the following days:

January 3, 4, 5, 9, 10, 11, 23, 24, 25.

February 1, 2, 8, 9, 13, 14, 20, 21, 22, 23, 27, 28.

March 1, 2, 6, 7, 8, 9, 14, 15, 16, 20, 21, 22, 23, 24, 27, 28, 29, 30.

April 3, 4, 5, 6, 10, 11, 12, 13, 17, 24, 25, 26, 27.

May 3, 4, 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, 29, 30, 31.

June 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17.

C. Interim Committees

On December 12, 1961, the General Counsel attended a meeting in San Francisco of the Subcommittee on Workmen's Compensation on Finance and Insurance and presented both an oral and written statement, setting forth the position of the Federation with respect to the necessity of establishing a rehabilitation program within the framework of the California Workmen's Compensation program.

D. 1962 Special Session

On March 29, 1962, the General Counsel appeared in Sacramento in opposition to the Defense Production Bill before the Assembly Committee on Industrial Relations. In spite of our opposition, the matter received a favorable recommendation "do pass" from the committee, but was ultimately killed in the Senate.

E. Conference With Governor's Office re Legislation

On October 17, 1960, together with the officers of the Federation, the General Counsel conferred in Sacramento with representatives of the Governor, outlining the legislative program of the Federation.

F. Legislative Committee Meetings

On May 30, 1961, during the legislative session, there was a meeting of the Legislative Committee in Sacramento to review the policy determinations with respect to the so-called social insurance programs.

III. Unemployment Insurance

A. Advisory Council

The General Counsel attended meetings on the following dates at the following places:

September 28, 1960 —Los Angeles

December 6-7, 1960 —San Diego

March 3, 1961 —San Francisco
 October 26, 1961 —San Francisco
 January 4, 1962 —San Francisco
 March 3, 1962 —San Francisco
 May 1, 1962 —San Francisco

B. Regulations

On June 22 and June 23, 1960, the General Counsel attended the hearing of the Director in Sacramento with respect to Agricultural Regulations and other general regulations.

December 9, 1960, attended a technical committee meeting in Sacramento with respect to the regulations involving food and also a review of proposed legislation.

July 26, 1961, attended a technical committee meeting in Sacramento re UI and DI regulations.

August 14, 1961, attended a public hearing of the Director in Sacramento re UI and DI regulations.

October 12, 1961, attended a luncheon at Orestes in San Francisco with Leland Groezinger re proposed DI regulations.

October 16, 1961, attended a public hearing of the Director in Sacramento on DI regulations.

October 27, 1961, attended a conference in San Francisco between Mr. Perluss and Mr. Pitts with respect to DI regulations.

December 4 thru 6, 1961, attended hearings of the Department of Employment Appeals Board in Sacramento on the protest to the Director's regulations.

C. Newspaper Guild Appeals

On behalf of both the guild in Los Angeles and the guild in San Francisco, the General Counsel has appeared in test cases involving the lay-offs at the Los Angeles Examiner and the Oakland Tribune, and these matters are currently pending before the Appeals Board in Sacramento after determinations affirming the denials of benefits by the referees.

IV. Workmen's Compensation

A. Medical Fee Schedule

Mr. Airola of the General Counsel's office attended a hearing in San Francisco on June 15, 1961, and expressed the view of the Federation.

B. Loss of Hearing

Mr. Airola also attended hearings before the Industrial Accident Commission in San Francisco on December 13, 1961, and on January 17, 1961, expressing the view of the Federation; and also attended

an unofficial subcommittee meeting on May 24, 1961, in San Francisco in the offices of the Commission.

C. Rates Paid to Building Trades Workers

February 1, 1962, the General Counsel attended a luncheon conference in San Francisco with Messrs. Pitts, Gurash, Levit and various presidents representing generally the California Workmen's Compensation carriers, and also representatives of several national firms.

March 26, 1962, attended a conference with Messrs. Johnson and Drexler in which they submitted a written proposal.

This written proposal was submitted to the Executive Council at its meeting in June, 1962, and was rejected and the Secretary was instructed to continue negotiations.

D. Conference With Industrial Accident Commissioners

August 17, 1961, the General Counsel attended a luncheon meeting at Orestes in San Francisco with Northern Panel representatives.

August 24, 1961, attended a luncheon conference at the Commercial Club with representatives of both the claimants and the insurance carriers with the Commission to discuss over-all problems.

E. Loading Factor in Workmen's Compensation

September 29, 1961, the General Counsel attended luncheon conference at Trader Vic's with Mr. Hatch to review this problem and to explain the position of the Federation in regard to it.

F. Handicapped Coverage Conferences

On November 2, 1960, the General Counsel attended a conference in the office of the Governor in Sacramento with representatives of the Governor and of industry, attempting to work out in advance a proposed approach to the handling of this problem in the fields of workmen's compensation, retraining, apprenticeship, vocational rehabilitation, etc. Unfortunately, no final agreement could be reached.

V. Executive Committee Meetings

A. The General Counsel attended the following meetings of the Executive Council and rendered advice as requested:

June 9-19, 1960 —Hollywood
 August 11-12, 1960 —Sacramento

December 3-4, 1960 —San Francisco
 March 4-5, 1961 —San Francisco
 June 28-29, 1961 —San Diego
 Sept. 21-22, 1961 —San Francisco
 January 18-19, 1962 —Hollywood
 June 15-16, 1962 —San Francisco

VI. Convention

A. The General Counsel attended the convention of the Federation in Sacramento from August 13 through 19, 1960, and assisted the committees and others as requested.

VII. Miscellaneous

A. Farm Labor

June 15, 1960—Sacramento—appeared before the Special Senate Interim Committee discussing this problem.

June 15, 1960—Sacramento—attended a luncheon conference with representatives of AWOC and their counsel and officers of the California Labor Federation, AFL-CIO.

June 28-30, 1960—attended conferences in Washington, D. C., with the Secretary-Treasurer and representatives of the Department of Labor and the AFL-CIO with respect to this problem.

August 9, 1960—attended luncheon conference at Paoli's, San Francisco, with representatives of the Department of Labor and the Secretary-Treasurer.

October 4-5, 1960—attended conferences in San Francisco with Messrs. Pitts, AFL-CIO General Counsel Woll, and AFL-CIO representatives Daniel and Flanagan and AWOC representatives Smith and his attorney, Mr. Fransen.

February 3, 1961—office conference, San Francisco, with Mr. Pitts.

March 24, 1961—Sacramento—conferences with representatives of the Governor's office, the Department of Employment, and AWOC.

B. Arbitration Statute

The General Counsel attended meetings of the State Bar Committee revising the California Arbitration Statute on September 8 and 22, 1960, in San Francisco; September 29, 1960, in Los Angeles, and October 15, 1960, in San Francisco. In general, the changes are substantial improvements.

C. Prison Labor

On May 16, 1961, attended a conference in Sacramento with Senator Arnold,

Messrs. Peterson, Raymond, Ashe, Engle, Lackey, Lalor, Gruhn, Pitts, Deavers, O'Sullivan and Robinson with respect to proposed revisions in state legislation.

January 2, 1962, attended conference in San Francisco with Congressman Johnson and Messrs. Lalor, Robinson, Deavers, Gruhn, and Engle, re changes in President's Executive Order 325-A.

D. Rule 20 State Bar

Prepared opposition to the proposed rule, which would have restricted the right of labor attorneys to practice and orally appeared before the State Bar in San Francisco on June 21, 1961.

The State Bar decided the rule should not be adopted.

E. NLRB Advisory Council

On September 15, 1961, the General Counsel attended the all-day Regional Meeting in San Francisco called by the General Counsel to confer with the agency in regard to their procedures and operations.

F. Apprentice Conference Coordinating Committee

The General Counsel attended meetings of this committee on the following dates:

October 13, 1961	—San Francisco
February 9, 1962	—San Francisco
April 18, 1962	—San Francisco

G. Defense Production Act

In addition to appearing before the committee in Sacramento, the General Counsel attended conferences with representatives of labor, management or of the Governor's office on the following dates at the following places:

October 9-10, 1961	—Sacramento
January 15, 1962	—San Francisco
March 3, 1962	—San Francisco
March 29, 1962	—Sacramento

H. Denver Conference

The General Counsel attended the regional conference of the AFL-CIO on Social Insurance in Denver from November 6-9, 1961, with the President and the Secretary-Treasurer.

I. S. B. 1530

The General Counsel attended a conference in the Federation office in regard to the regulations being proposed by the Insurance Commissioner with respect to this legislation on December 1, 1961.

J. Lumber Scalers Legislation

The General Counsel attended a conference in San Francisco on February 26, 1962, with Vice President Allen, Labor Commissioner Arywitz and Secretary-Treasurer Pitts and attempted to devise some regulations that would cure the problem arising from inaccuracies in tallies in the lumber and sawmill jurisdiction.

K. Automation Legislation

The General Counsel attended a conference with your Secretary-Treasurer Pitts and Max Kasoras at San Francisco on March 9, 1962, to review the proposed legislation.

L. Francis Initiative

On April 4-5, 1962, the General Counsel reviewed the proposed initiative and submitted his opinion to the Secretary-Treasurer, indicating it was objectionable.

M. Conferences

September 23-24, 1960, Yosemite—panel discussion at conference of internists re workmen's compensation.

October 31, 1960—San Francisco—conference with Area Director Elias of the Bureau of Labor-Management Reports regarding cooperation of the Federation and its affiliates and exchange of information on filings.

July 19, 1961—San Francisco, conference with Messrs. Huxley and Eubanks re Landrum-Griffin problems.

September 13, 1961—San Francisco—conference with Secretary-Treasurer Pitts and Mr. Lynch re Federation life insurance program.

September 15, 1961—San Francisco—conference with Commissioner Holcombe, Regional Director Huxley and Vice President Eubanks re Landrum-Griffin problems.

November 21, 1961—San Francisco—conference Secretary-Treasurer Pitts and representatives of the State Compensation Insurance Fund (Messrs. Howard and Groezinger) regarding complaints re payment of workmen's compensation by the State Fund.

N. Opinions

The General Counsel has rendered various opinions, upon request, including the following:

Portland Daily Reporter—right to participate in stock purchase program.

Lumber and Sawmill Workers Union—right to receipt of unemployment insurance benefits.

Public Employees Council—problems re affiliation program.

“Drive” program—opinion as to legal problems flowing from comparable political activities along format “Drive” program.

Legality of conduct of Los Angeles City School Board under Education Code Section 15706 and Section 15962.

Review of AFL-CIO group insurance program.

As requested, the General Counsel has transmitted numerous written communications and has from time to time given oral advice and has assisted the officers and affiliates of the Federation as requested or as instructed by your Secretary.

Miscellaneous Appointments

In various portions of this report, reference has been made to a number of commissions and bodies on which your Secretary has served in various capacities. Additionally, during the past two years, your Secretary has accepted appointment to the following:

—Board of Trustees of the State Colleges (At the inception of the master plan for higher education, your Secretary served as a member of the state college trustees by virtue of membership on the State Board of Education, until February, 1961. On that date the Governor appointed your Secretary to the Board of Trustees of the State Colleges for a full term of office under the master plan for higher education).

—Board of Trustees, City of Hope (Appointed in 1962).

—United States Section, Joint U.S.-Mexico Trade Union Committee (Appointed in 1961).

—Labor-Management Manpower Committee, Region VII, U.S. Department of Labor, Office of Manpower Administration (Appointed in 1960 and reappointed in 1961).

—Department of Labor Unit of the National Defense Executive Reserve (Appointed in 1960).

—Citizens Advisory Council, President's Committee on Juvenile Delinquency and Youth Crime (Appointed in 1962).

Fraternally submitted,
THOS. L. PITTS
Secretary-Treasurer

FEDERATION MEMBERSHIP STATISTICS

June 30, 1962

Local Unions	Councils	Total	Total
Affiliated	Affiliated	Affiliations	Membership
1506.....	161.....	1667.....	780,835

NEW AFFILIATIONS AND REINSTATEMENTS

Locality	Union	Local No.	Date
Anaheim			
	Rubber Workers	657	12/8/61
Arcadia			
	Horseshoers	17	8/11/61
Bakersfield			
	State, County, Muni. Empls.	527	12/28/60
	Theatrical Stage Empls.	215	12/5/60
Berkeley			
	Carpenters & Joiners	1158	3/8/61
Beverly Hills			
	Typographical	973	12/6/60
Camarillo			
	Musicians	581	11/2/60
Carmichael			
	Fire Fighters	1412	1/26/62
Daly City			
	Daly City Muni. Empls.	919	10/12/61
Eureka			
	Electrical Workers	482	8/5/60
Oceanside			
	Fire Fighters Assn.	F-85	4/26/61
Santa Rosa			
	Fire Fighters Assn.	1401	8/1/61
Fresno			
	Calif. State Forestry Fire Fighters Assn.	1388	4/26/61
	Stereotypers	104	9/15/61
Hawthorne			
	Stove Mounters	123-B	8/2/61
Huntington Park			
	Butchers	563	12/15/61
	Glass Bottle Blowers	137	7/26/61
Ione			
	Brick & Clay Workers	844	6/2/61
Livermore			
	Machinists	1577	12/28/61
Lodi			
	Typographical Union	983	4/17/61
Long Beach			
	Bakers	31	3/27/61
	Jt. Ex. Bd. of Culinary Wkrs.		2/14/62
	Teachers	1384	5/24/62
	Rubber Workers	640	2/21/61
Los Angeles			
	Calif. Social Service Agencies of Jewish Fed.	1108	12/8/61
	Fur Workers	87-F	11/18/60
	Glass Bottle Blowers	29	12/30/60
	L. A. County, Superior Court Reporters	788	6/22/61
	L. A. Leather, Luggage, Workers	213-L	2/7/61
	Printing Spec. & Paper Products	522	9/7/60
	Rubber Workers	440	9/1/60
	Public Empls. Council of Calif.		9/7/60
	Rubber Workers	656	12/19/61

OFFICERS REPORTS TO

Locality	Union	Local No.	Date
Madera			
	Madera Typographical Union	848	4/10/61
Manteca			
	Carpenters	1869	3/13/61
Martinez			
	Carpenters & Joiners	2046	7/22/60
	Typographical Union	597	2/28/61
Merced			
	Typographical	865	9/20/60
Norwalk			
	State, County & Muni. Empls.	1492	12/18/61
Oakland			
	Northern Calif. Auto Machinists Council		3/1/61
	Tool & Die Makers	76	4/21/61
	Tool & Die Makers	1176	6/22/62
Ontario			
	Operative Potters	319	1/9/62
Pomona			
	Pacific State Hospital	1515	5/1/61
Redding			
	Barbers Union	6	1/6/61
Redwood City			
	Printing Spec. & Paper Products Union	626	5/2/61
Richmond			
	Railway Carmen	250	11/15/60
Riverside			
	Steelworkers Union	4233	1/1/61
Sacramento			
	Plasterers	295	8/22/60
	Railway Carmen	1344	7/11/60
San Diego			
	State Employees	1676	11/29/60
	Machinists	2218	2/5/62
San Francisco			
	Barbers	9	1/6/61
	Boilermakers	9	7/11/60
	Communications Workers	9470	3/23/61
	Communications Wkrs. Council	9	3/29/61
	Government Empls.	1466	8/10/61
	Hod Carriers & Com. Lab.	36	10/25/60
	United Industrial Wkrs. of N. A.		11/6/61
San Jose			
	Fed. of Teachers of San Jose State College	1362	7/14/60
	Printing Spec. & Paper Products	612	5/2/61
	Prtg. Spec. & Paper Products	659	5/2/61
	San Jose City Hall Empls.	348	1/23/62
	St., County, & Muni. Empls.	1564	7/25/60
San Luis Obispo			
	Electrical Workers	639	2/14/61
	M. P. Machine Operators	762	1/1/61
	Musicians Protective Union	305	3/28/61
	Steelworkers	5766	11/23/60
San Mateo			
	Bldg. Service Empls.	81	8/22/60
San Rafael			
	Carpenters	35	9/12/60
	Painters	83	7/18/60
	Theatrical Stage & M. P. Oprs.	811	11/7/60

Locality	Union	Local No.	Date
Santa Barbara			
	Typographical Union	394	12/1/60
Santa Clara			
	Santa Clara Muni. Empls.	107	12/18/61
Santa Cruz			
	Typographical Union	589	5/4/61
Santa Rosa			
	Carpenters & Joiners	751	3/27/61
Shingle Springs			
	United Cement, Lime & Gypsum	417	5/19/61
Stockton			
	State Employees	513	1/19/62
Sunnyvale			
	Barbers Union	498	10/11/60
	Electrical Workers	786	5/2/61
Torrance			
	Torrance Muni. Empls.	1117	2/10/61
Ventura			
	Ventura Municipal Empls.	181	1/18/62
Redding			
	United Cement, Lime & Gypsum	427	2/28/62
Los Padres			
	Calif. Men's Colony	179	2/27/62
Fontana			
	Fontana Unified School Dist.	690	3/2/62
Oakland			
	East Bay Regional Park Empls.	414	3/9/62
Corona			
	Brick & Clay Workers	615	3/12/62
Whittier			
	Cal. Dept. Youth Auth. Empls.	479	3/13/62
Stockton			
	Agri. Wkrs. Organizing Committee		3/7/62
Eureka			
	Lumber & Sawmill Wkrs.	3019	3/21/62
San Diego			
	San Diego Newspaper Guild	95	3/27/62
Gardena			
	Gardena Fire Fighters Assn.	1413	3/27/62
Petaluma			
	Petaluma Fire Fighters Assn.	1415	3/27/62
Oakland			
	Machinists	1566	4/25/62
Ventura			
	Barbers L. U.	912	5/14/62
Merced			
	Fire Fighters Assn.	1396	8/30/61

LOCALS MERGED

Glass Bottle Blowers No. 200 in El Monte merged with No. 39 in El Monte.
 Fire Fighters Assn. No. 1109 in Santa Monica merged with No. 1014 in Los Angeles.
 Sign Painters No. 966 in Fresno merged with No. 294 in Fresno.
 Brick & Clay Wkrs. No. 674 merged with No. 824 Los Nietos.
 Utility Workers No. 168 merged with No. 132 in Los Angeles.
 Lumber & Sawmill Wkrs. No. 2647 merged with No. 3074 in Chester.
 Oil, Chemical & Atomic Wkrs. No. 587, Hercules merged with No. 5 in Martinez.
 Glass Bottle Blowers No. 122, Los Angeles merged with No. 29 in Los Angeles.
 Glass Bottle Blowers No. 100 in Huntington Park merged with No. 29 in Los Angeles.
 Glass Bottle Blowers No. 146 in Huntington Park merged with No. 137 in Huntington Park.
 Rig Builders No. 1458 in Long Beach merged with No. 2375 Pile Drivers, Long Beach.
 Typographical No. 973 in Beverly Hills, merged with No. 174 in Los Angeles.

Glass Bottle Blowers No. 125 in Los Angeles merged with No. 137 in Huntington Pk.
 Glass Bottle Blowers No. 129 in Los Angeles merged with No. 29 in Los Angeles.
 Insurance Agents No. 86 in Los Angeles merged with No. 83 in Los Angeles.
 Lumber & Sawmill Wkrs. No. 2695 in Loyaltan merged with No. 3074 in Chester.
 Glass Bottle Blowers No. 148 in Maywood merged with No. 137 in Huntington Park.
 Glass Bottle Blowers No. 190 in Maywood merged with No. 29 in Los Angeles.
 State Hospital Empls. No. 415 in Modesto merged with No. 411 Sacramento.
 Nurserymen, Gardeners & Florists No. 300 in Oakland merged with B.S.E.I.U. No. 18
 in Oakland.
 Pulp, Sulphite & P. M. Wkrs. No. 255 in Oakland merged with No. 819 in Newark.
 Fabricated Metal & Enamelware No. 18524 in Richmond merged with Machinists No.
 824 in Richmond.
 Brick & Clay Workers No. 955 in San Diego merged with No. 820 in Glendale.
 Sailmakers No. 11775 in San Francisco merged with Marine Staff Officers of San
 Francisco.
 San Quentin Prison Empls. No. 416 in San Quentin merged with Union of State Em-
 ployees No. 411 in Sacramento.
 Typographical Union No. 729 in San Rafael merged with No. 21 in San Francisco.
 Electrical Workers No. 609 in Santa Cruz merged with No. 526 in Watsonville.
 Lathers No. 243 in Santa Rosa merged with No. 268 in Petaluma.
 Lumber & Sawmill Wkrs. No. 3033 in Susanville merged with No. 3074 in Chester.
 Utility Workers No. 193 in Taft merged with No. 132 in Los Angeles.
 Carpenters & Joiners No. 1578 in Tulare merged with No. 1484 in Visalia.
 Utility Workers No. 114 in Van Nuys merged with No. 132 in Los Angeles.
 United Auto Wkrs. No. 809 in Whittier merged with No. 509 in Maywood.
 Beauticians Local No. 419-A Petaluma merged with No. 508-A in Richmond.
 Glass Bottle Blowers No. 137 in Oakland merged with No. 155 in Oakland.

LOCALS SUSPENDED

Locality	Union	Local No.	Date
Anderson			
	Woodworkers	433	3/3/61
Bakersfield			
	State, County, Muni. Empls.	527	9/5/61
Bellflower			
	Steelworkers Union	4670	3/3/61
Fresno			
	Post Office Employees	1	11/15/60
Gardena			
	Utility Workers	389	3/3/61
Long Beach			
	Machinists	1785	4/3/61
	Sheet Metal Workers	502	8/2/61
Los Angeles			
	Leather Goods, Plastics & Novelty Workers	64	3/3/61
	Paperworkers	1400	2/2/61
	Post Office Clerks	64	11/30/61
	Window Cleaners	349	7/5/61
Marysville			
	Communications Workers	9429	8/2/61
Monterey			
	Plasterers & Cement Fin.	337	4/3/61
Mountain View			
	Municipal Employees	514	8/3/61
Pasadena			
	Pasadena School Dist. Empls.	606	11/2/60
Sacramento			
	Muni. Utility Dist. Empls.	1321	5/2/61
	Municipal Employees	1150	3/3/61
San Francisco			
	I. U. Electrical Workers	852	6/2/61
	Machinists	1908	11/30/61

Locality	Union	Local No.	Date
San Jose			
	Operative Potters	168	9/5/61
San Leandro			
	Teachers	1285	5/8/62
Santa Barbara			
	Roofers	137	6/6/62
Sunnyvale			
	City Employees	1584	9/5/61
Torrance			
	State, County & Muni. Empls.	1664	10/3/60
Venice			
	Rubber Workers	300	10/5/61
Eureka			
	Retail Clerks	541	1/4/62
Tuolumne			
	Lumber & Sawmill Workers	2810	1/4/62
Reno, Nev.			
	Lumber & Sawmill Workers	2903	6/6/62

LOCALS WITHDRAWN FROM AFFILIATION

Locality	Union	Local No.	Date
Bakersfield			
	Sheet Metal Workers	152	9/16/60
Burbank			
	Machinists	1600	10/1/60
Concord			
	Communications Workers	9402	11/28/61
	Natl. Postal Transp. Assn. 8th Div.		12/31/60
Los Angeles			
	Painters	116	7/20/60
	Railway Carmen	806	10/20/61
	Shinglers	1125	9/6/60
Monrovia			
	Machinists	1893	4/17/61
Sacramento			
	Communications Workers	9421	9/23/60
San Bernardino			
	Communications Workers	9573	11/27/61
	Millwright & Mach. Erectors	1113	9/2/60
San Diego			
	Barbers	256	3/9/61
San Francisco			
	Carpenters & Joiners	2164	6/14/60
San Jose			
	Carpet, Linoleum & Tile Wkrs.	1288	9/22/61
	Sign & Pictorial Artists	484	3/10/61
Stockton			
	Operative Potters	171	5/3/61
Ukiah			
	Lumber & Sawmill Workers	2975	10/12/60
Vallejo			
	Boilermakers	148	9/5/61
Chico			
	Machinists & Mechanics	1853	3/1/62
Wilmington			
	Marine Engineers	79	4/1/62
Honolulu			
	Central Labor Council		11/21/60
	Hotel, Rest. Empls. & Bartenders	5	11/21/60
Lompoc			
	Barbers	363	4/27/62

LOCALS DISBANDED

Locality	Union	Local No.	Date
Alturas	Railroad Trainmen	1032	6/6/61
Camarillo	Fire Fighters	1364	7/24/61
China Lake	Fire Fighters Assn.	F-32	11/30/61
Colton	Fire Fighters Assn.	1359	12/21/60
Glendale	Fire Fighters	776	1/2/62
Lakewood	Fire Fighters Assn.	F-21	12/23/60
Mare Island	Federal Fire Fighters Assn.	F-48	7/24/61
Palm Springs	Fire Fighters	1154	4/26/61
San Francisco	Fed. Naval Fire Fighters	F-52	10/21/60
Los Angeles	Clothing Workers	297	6/1/61
Palmdale	Typographical	852	11/1/60
Rancho Cordova	Steelworkers Union	1586	11/3/61
San Francisco	Marine Staff Officers		8/1/61
Stockton	Post Office Clerks	320	1/17/61
Oakland	I. U. Electrical Wkrs.	1506	2/2/62
Los Angeles	L. A. Editorial Assn.	21241	12/61
Taft	Painters & Decorators	702	4/1/61
Bloomington	Steelworkers	4155	4/1/62

SUMMARY OF MEMBERSHIP

July 1, 1960 to June 30, 1962

Labor Unions, 7/1/60	1508	
Labor Councils, 7/1/60	163	
TOTAL		1671
Labor Unions Affiliated to 6/30/62	95	
Labor Councils Affiliated to 6/30/62	—	95
TOTAL		1766
MERGERS, SUSPENSIONS, WITHDRAWALS, ETC., JULY 1, 1960 TO JUNE 30, 1962		
Mergers		
Labor Unions	30	
Labor Councils	—	
Suspensions		
Labor Unions	28	
Labor Councils	—	
Withdrawals, Disbandments, etc.		
Labor Unions	39	
Labor Councils	2	
TOTAL UNIONS	97	
TOTAL COUNCILS ..	2	99
Labor Unions, June 30, 1962	1506	
Labor Councils June 30, 1962	161	
TOTAL		1667

REPORT OF THE AUDITORS

California Labor Federation, AFL-CIO
 995 Market Street,
 San Francisco 3, California

We have examined the statement of cash, deposits and investment of the California Labor Federation, AFL-CIO as of June 30, 1962, and the related statement of cash receipts and disbursements for the year ended June 30, 1962.

Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

Cash receipts as recorded were found to have been deposited regularly in the bank. Selective tests of per capita taxes received were confirmed by direct correspondence with affiliated local unions. No exceptions to amounts as recorded were noted. Disbursements were evidenced by paid canceled checks on file which we compared to the cash book entries as to payees 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 commercial account with Bank of America N.T.&S.A. was reconciled with the bank's statements on file for the period under review. Balances on deposit in commercial and savings accounts were confirmed by correspondence with depositaries.

The office cash fund was counted and found to be in order.

Surety bonds in effect at June 30, 1962 were as follows:

Thos. 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, 1962, 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 year ended June 30, 1962, and the cash balances on deposit at June 30, 1962, in conformity with generally accepted accounting principles applied on a basis consistent with that of preceding periods.

We attach the following:

- Statement of Cash, Deposits and Investment, June 30, 1962.
- Statement of Cash Receipts and Disbursements,
for the year ended June 30, 1962.
- Detail of Per Capita Receipts and Affiliation Fees,
for the year ended June 30, 1962.
- Detail of Disbursements, for the year ended June 30, 1962.

Lybrand, Ross Bros. & Montgomery
 Certified Public Accountants

July 16, 1962

**STATEMENT OF CASH, DEPOSITS AND INVESTMENT
 June 30, 1962**

CASH ON HAND AND ON DEPOSIT:

Office cash fund	\$ 300.00
Bank of America N.T. & S.A.:	
Commercial account	150,529.99
Savings account No. 29961	92,548.22
Crocker-Anglo National Bank:	
Savings account No. 5355	34,487.10
Savings account No. 20320	62,480.43
The Hibernia Bank:	
Savings account No. 717-952	80,812.15

421,157.89

CASH DEPOSITS AND INVESTMENT

1,960.00

TOTAL CASH, DEPOSITS AND INVESTMENT

\$423,117.89

SUMMARY OF CHANGES IN FUND BALANCE

For the year ended June 30, 1962

BALANCE, JUNE 30, 1961	\$272,692.69
Excess of cash receipts over cash disbursements for the year ended June 30, 1962, see Statement of Cash Receipts and Disbursements	149,425.20
Adjustment to record purchase of stock — Portland Reporter Publishing Company, Inc., 100 shares at \$10.00 par value	1,000.00
Balance, June 30, 1962	<u>\$423,117.89</u>

STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

For the year ended June 30, 1962

CASH RECEIPTS:

Per capita receipts and affiliation fees, see Detail of Per Capita Receipts and Affiliation Fees	\$468,407.62	
Refund on pro rata expenses from California Labor Council on Political Education	16,641.30	
Interest earned on savings accounts	8,249.67	
Labor Press Conference	193.75	
Labor Education Conferences	3,251.10	
Miscellaneous receipts and refunds	1,849.66	
Total cash receipts		\$498,593.10

CASH DISBURSEMENTS:

Salaries — executives	\$ 52,512.00	
Expenses and allowances:		
Executives	24,606.18	
Geographical vice-presidents	9,548.96	
At large vice-presidents	4,468.07	
General office salaries	88,916.27	
Organizing expenses	10,423.24	
Conference expenses	2,837.93	
Legislative expenses	3,548.18	
Labor Press Conference	419.32	
Labor Education Conferences	3,806.87	
Contributions	3,999.69	
Legal expenses	15,288.89	
Insurance	6,030.88	
Automobile expenses	1,532.34	
Purchase of automobile	3,796.63	
Library expenses	2,862.76	
Scholarships	1,000.00	
Maintenance	1,776.61	
Newsletters	15,027.77	
Office rents	16,740.00	
Printing	7,563.13	
Accounting fees	2,785.00	
Retirement plan contribution	30,000.00	
Investment expenditure	1,000.00	
Furniture and fixtures	5,217.10	
Services	523.23	
Stationery and supplies	6,135.92	
Taxes	5,744.67	
Telephone and telegraph	10,509.05	
Postage and mailings	8,491.17	
General expenses	2,056.04	
Total cash disbursements, see Detail of Disbursements		349,167.90

EXCESS OF CASH RECEIPTS OVER CASH DISBURSEMENTS FOR THE YEAR ENDED JUNE 30, 1962

\$149,425.20

**Detail of Per Capita Receipts and Affiliation Fees
For the year ended June 30, 1962**

ALAMEDA		Hod Carriers and Common	
Carpenters No. 194	\$ 103.50	Laborers No. 220	610.20
Steelworkers No. 1441	142.50	Hotel and Restaurant	
ALHAMBRA		Employees No. 550	895.00
Communications Workers		Lathers No. 300	33.15
No. 9505	664.75	Machinists No. 139	58.35
Electrical Workers No. 47	300.00	Machinists No. 5	46.25
ALVARADO		Newspaper Guild No. 202	28.00
Sugar Workers No. 183	115.40	Oil, Chemical and Atomic	
ANAHEIM		District Council	12.00
Barbers No. 766	24.00	Oil, Chemical and Atomic	
Carpenters and Joiners		Workers No. 19	459.95
No. 2203	1,378.16	Painters No. 314	156.00
I. U. Electrical Workers		Plasterers and Cement	
No. 1505	50.85	Finishers No. 191	116.25
Rubber Workers No. 657	29.00	Plumbers and Steamfitters	
ANTIOCH		No. 460	122.60
Carpenters and Joiners		Post Office Clerks No. 472	46.80
No. 2038	56.45	Retail Clerks No. 137	420.00
Paper Makers No. 330	30.00	Theatrical Stage Employees	
Paper Makers No. 606	78.45	No. 215	51.00
Pulp, Sulphite and Paper Mill		Transport Workers No. 3005	53.70
Workers No. 249	60.00	Typographical No. 439	63.00
Pulp, Sulphite and Paper Mill		Utility Workers No. 170	24.05
Workers No. 713	65.00	BARSTOW	
Rubber Workers No. 60	95.85	Local Federation Council	
ARCADIA		Railway Employees	13.00
Horseshoers No. 12	36.00	Machinists No. 706	159.25
Horseshoers No. 17	27.00	Theatrical State and Motion	
ARCATA		Picture Operators No. 730	24.00
Lumber and Sawmill Workers		BELL	
No. 2808	275.95	American Federation of Grain	
Plywood and Veneer Workers		Millers No. 79	114.90
No. 2789	307.75	I. U. Electrical Workers	
AUBURN		No. 1501	131.80
DeWitt State Hospital		I. U. Electrical Workers	
Employees No. 630	26.00	No. 1504	24.15
Tri-Counties Building and		Steelworkers No. 2018	2,226.50
Construction Trades Council	12.00	Steelworkers No. 3941	112.18
AVALON		United Auto Workers No. 230	867.65
Painters No. 1226	24.00	BELL GARDENS	
AZUSA		Rubber Workers No. 417	73.40
Chemical Workers No. 112	24.00	BELLFLOWER	
BAKERSFIELD		Rubber Workers No. 476	21.95
Barbers No. 317	69.65	BENICIA	
Bookbinders No. 117	24.00	Machinists No. 1687	120.00
Building and Construction		BERKELEY	
Trades Council	12.00	Carpenters and Joiners	
Butchers No. 193	270.00	No. 1158	192.75
Carpenters and Joiners		Meat Cutters and Butchers	
No. 743	664.00	No. 526	50.45
Central Labor Council	12.00	Painters No. 40	212.45
Communications Workers		Teachers No. 1078	28.75
No. 9416	223.80	United Auto Workers No. 567	24.00
Electrical Workers No. 428	255.00	BETTERAVIA	
		Sugar Workers No. 178	145.25

BIJOU		Railroad Trainmen No. 340	130.80
Carpenters No. 1789	120.75	Railroad Trainmen No. 367	50.55
BISHOP		Railroad Trainmen No. 385	385.50
Painters and Decorators		Railroad Trainmen No. 390	426.75
No. 1688	24.00	Railroad Trainmen No. 406	421.05
BLOOMINGTON		Railroad Trainmen No. 408	8.55
Steelworkers No. 4155	19.85	Railroad Trainmen No. 420	61.80
BORON		Railroad Trainmen No. 430	134.25
Chemical Workers No. 85	368.50	Railroad Trainmen No. 448	429.15
BRAWLEY		Railroad Trainmen No. 458	91.95
Beet Sugar Refinery Workers		Railroad Trainmen No. 465	280.35
No. 174	153.90	Railroad Trainmen No. 472	40.20
BREA		Railroad Trainmen No. 566	78.15
Rubber Workers No. 490	148.20	Railroad Trainmen No. 653	51.75
BURBANK		Railroad Trainmen No. 677	56.85
Plasterers No. 739	307.20	Railroad Trainmen No. 687	32.25
Studio Teachers No. 884	29.35	Railroad Trainmen No. 729	14.85
BURNEY		Railroad Trainmen No. 739	69.30
Woodworkers No. 269	45.00	Railroad Trainmen No. 744	8.70
CAMARILLO		Railroad Trainmen No. 812	35.55
Musicians No. 581	32.50	Railroad Trainmen No. 817	30.30
CAMINO		Railroad Trainmen No. 841	54.45
Woodworkers No. 286	24.00	Railroad Trainmen No. 843	64.80
CHESTER		Railroad Trainmen No. 849	24.00
Lumber and Sawmill Workers		Railroad Trainmen No. 850	39.90
No. 3074	493.05	Railroad Trainmen No. 871	85.95
CHICO		Railroad Trainmen No. 876	29.40
Barbers No. 354	24.00	Railroad Trainmen No. 912	241.80
Building and Construction		Railroad Trainmen No. 947	28.05
Trades Council	13.00	Railroad Trainmen No. 970	55.65
Carpenters and Joiners		Railroad Trainmen No. 980	32.10
No. 2043	158.94	Railroad Trainmen No. 994	10.35
Carpenters and Joiners		Railroad Trainmen No. 1101	25.05
No. 2838	77.25	Railroad Trainmen No. 1003	64.80
Lathers No. 156	27.00	Railroad Trainmen No. 1017	41.55
Machinists and Mechanics		Railroad Trainmen No. 1019	9.90
No. 1853	54.40	Railroad Trainmen No. 1036	80.55
Millmen No. 1495	429.80	Railroad Trainmen No. 1042	52.05
Musicians No. 508	34.40	Railroad Trainmen No. 1046	43.95
Pipe Trades District Council ..	12.00	Railroad Trainmen No. 1060	18.00
Plasterers and Cement Masons		Railroad Trainmen No. 1073	69.00
No. 836	40.20	Railroad Trainmen No. 1082	10.20
Plumbers and Steamfitters		Railroad Trainmen No. 1095	55.35
No. 607	146.15	Railroad Trainmen No. 1111	7.80
Retail Clerks No. 17	30.00	Railroad Trainmen No. 1116	9.60
Typographical No. 667	18.00		
CLARKSBURG		COLMA	
Sugar Workers No. 182	73.40	Cemetery Workers and Greens	
CLEVELAND, OHIO		Attendants No. 265	93.00
California Legislative Board		COLTON	
of Brotherhood of Railroad		Cement Masons No. 97	129.60
Trainmen	12.00	Operative Potters No. 226	120.00
Railroad Trainmen No. 71	141.60	Steelworkers No. 5647	62.40
Railroad Trainmen No. 74	197.85	United Cement, Lime and	
Railroad Trainmen No. 78	213.75	Gypsum Workers No. 89	114.60
Railroad Trainmen No. 236	27.00	COMPTON	
Railroad Trainmen No. 278	108.00	Carpenters and Joiners	
Railroad Trainmen No. 321	20.40	No. 1437	645.20
		CONCORD	
		Communications Workers	
		No. 9402	61.35
		Machinists No. 1173	339.00

CORONA		Chemical Workers No. 78	96.35
Brick and Clay Workers		Glass Bottle Blowers No. 39.....	98.05
No. 615	25.00	Hod Carriers and General	
Carpenters No. 2048	52.15	Laborers No. 1082	861.05
Glass Bottle Blowers No. 192 ..	52.15	Painters No. 254	335.80
Glass Bottle Blowers No. 254 ..	24.00	EL SEGUNDO	
CORONADO		Oil, Chemical and Atomic	
Masters, Mates and Pilots		Workers No. 547.....	722.65
No. 12	24.00	Transport Workers No. 502.....	200.00
COVINA		ELK CREEK	
Communications Workers		Lumber and Sawmill Workers	
No. 9579	326.15	No. 2688	50.55
CROCKETT		EMERYVILLE	
Sugar Workers No. 1	660.15	Oil, Chemical and Atomic	
CULVER CITY		Workers No. 589	204.45
Stove Mounters No. 68	117.05	Steelworkers No. 1304	470.20
CUPERTINO		EUREKA	
United Cement, Lime and		Bakers No. 195	32.05
Gypsum Workers No. 100	74.05	Barbers No. 431	47.20
DALY CITY		Bartenders No. 318	89.65
Municipal Employees No. 919 ..	27.80	Building and Construction	
North County School District		Trades Council	12.00
Employees No. 377	24.00	Butchers No. 445	97.50
DAVENPORT		Central Labor Council	12.00
United Cement, Lime and		Cooks and Waiters No. 220.....	253.50
Gypsum Workers No. 46	110.00	Electrical Workers No. 482.....	42.00
DIAMOND SPRINGS		Hod Carriers No. 181	203.10
United Cement, Lime and		Hospital and Institutional	
Gypsum Workers No. 158	27.75	Workers No. 327	36.00
DOWNEY		Laundry Workers No. 156.....	24.10
Communications Workers		Lumber and Sawmill Workers	
No. 9595	485.30	No. 2592	385.35
Rubber Workers No. 451	258.90	Lumber and Sawmill Workers	
Rubber Workers No. 171	76.15	No. 3019	44.00
DUNSMUIR		Machinists No. 540	108.05
Locomotive Firemen and		Municipal Employees No. 54....	24.00
Enginemen No. 312	49.40	Painters No. 1034	57.75
EAST SAN GABRIEL VALLEY		Plasterers and Cement Fin-	
Barbers No. 835.....	25.55	ishers No. 481	33.60
EDWARDS		Plumbers No. 471	24.45
Government Employees		Plywood and Veneer Workers	
No. 1406	93.00	No. 2931	165.60
EL CAJON		Redwood District Council of	
Carpenters and Joiners		Lumber and Sawmill	
No. 2398	349.60	Workers	12.00
EL CENTRO		Retail Clerks No. 541	59.40
Building and Construction		Typographical No. 207	30.00
Trades Council	12.00	FEDERATED FIRE FIGHTERS	
Central Labor Council	18.00	Federated Fire Fighters of	
Painters No. 313	24.00	California	12.00
Theatrical Stage Employees		Federal Naval Fire Fighters	
No. 656	24.00	of the Bay Area, F-15.....	24.65
EL CERRITO		Fire Fighters Association	
Operative Potters No. 165.....	85.20	No. 689	49.45
Teachers No. 866	105.20	Kern County Fire Fighters	
EL MONTE		Association No. 1301	69.50
Carpenters and Joiners		Fire Fighters Association	
No. 1507	1,331.45	No. 1227	102.05
		Fire Fighters Association	
		No. 778	40.05
		Sacramento Fire Fighters	
		No. 1412	15.20

Fire Fighters Association of China Lake, F-32	4.00	International Fire Fighters No. 1136	24.00
Fire Fighters Association of Contra Costa No. 1230	93.60	Fire Fighters Association No. 1171	24.00
Fire Fighters Association No. 652	24.30	Fire Fighters Association No. 1401	23.65
Fire Fighters No. 1274	24.00	Fire Fighters Association of Seaside No. 1218	24.00
Fire Fighters Association No. 753	135.30	Fire Fighters No. 810	24.00
Fresno County Fire Fighters Association No. 1180	24.00	Fire Fighters Association No. 1229	91.15
California State Forestry Fire Fighters Association No. 1338	24.00	Fire Fighters Association of San Joaquin No. 1243	24.00
Gardena Fire Fighters Asso- ciation No. 1413	11.00	Fire Fighters Association No. 1138	44.80
Fire Fighters Association No. 776	8.00	Fire Fighters Association No. 1186	41.00
Fire Fighters Association No. 1225	24.00	Fire Fighters of Santa Cruz County No. 1272	24.00
Federal Fire Fighters, F-58.....	32.00	FAIRFIELD	
Fire Fighters Association No. 372	213.00	Communications Workers No. 9422	69.25
Fire Fighters Association No. 1167	24.00	FEATHER FALLS	
Los Angeles County Fire Pro- tection District Fire Fight- ers No. 1014	711.20	Lumber and Sawmill Workers No. 2801.....	132.00
Fire Fighters Association of Santa Clara County No. 1165	24.20	FONTANA	
Fire Fighters Association No. 1396	27.00	Fontana Unified School Dis- trict No. 690	35.00
Fire Fighters Association No. 1289	24.00	Steelworkers No. 2869	760.00
Fire Fighters Association No. 1353	24.00	Steelworkers No. 3677	332.00
Fire Fighters Association No. 55	398.95	Steelworkers No. 4954	18.30
Federal Fire Fighters Associa- tion, F-85	37.05	Steelworkers No. 5632	61.80
Fire Fighters No. 1319	24.10	FORT BRAGG	
Fire Fighters Association No. 809	87.30	Carpenters and Joiners No. 1376	19.20
Petaluma Fire Fighters Asso- ciation No. 1415	11.00	FRESH POND	
Federal Fire Fighters Flight Test Center, F-53	51.25	Lumber and Sawmill Workers No. 2561	71.65
Fire Fighters No. 1354	24.00	FRESNO	
Fire Fighters Association No. 188	65.60	Bakers No. 43	240.00
Federal Fire Fighters Sacra- mento Area, F-57.....	24.00	Barbers and Beauticians No. 333	78.70
Fire Fighters Association No. 522	144.30	Building and Construction Trades Council	12.00
Fire Fighters No. 1270	24.00	Building Service Employees No. 110	145.55
Fire Fighters Association No. 891	71.30	Butchers No. 126.....	300.00
Federal Fire Fighters San Diego Area, F-33	33.10	Carpenters No. 701	469.15
Fire Fighters Association No. 145	277.00	Central Labor Council	12.00
Fire Fighters Association No. 873	145.65	Chemical Workers No. 97	363.70
		City School Employees No. 1206	34.85
		Cooks No. 230	202.50
		Culinary, Bartenders and Hotel Service Workers No. 62	600.00
		Electrical Workers No. 100.....	72.00
		Hod Carriers and Common Laborers No. 294	795.55
		Iron Workers No. 155	120.00
		Iron Workers No. 624	36.00

Joint Executive Board of Culinary, Bartenders and Hotel Service Workers	12.00	Communications Workers No. 9412	240.00
Lathers No. 83	24.80	Culinary Workers and Bartenders No. 823	1,481.90
Machinists No. 653	431.70	Glass Bottle Blowers No. 53.....	120.45
Machinists No. 1309	505.05	Painters and Decorators No. 1178	306.55
Millmen No. 1496	150.00	Steelworkers No. 5004	114.20
Motion Picture Operators No. 599	30.00	HOLLYWOOD	
Motor Coach Operators No. 1027	33.80	Actors' Equity Association	141.00
Office Employees No. 69.....	24.00	Affiliated Property Craftsmen No. 44	1,200.00
Plasterers and Cement Finishers No. 188	139.15	American Federation of Television and Radio Artists	180.00
Plumbers and Steamfitters No. 246	243.15	American Guild of Musical Artists	120.00
Printing Pressmen No. 159.....	33.00	Broadcast, Television and Recording Engineers No. 45.....	240.00
Railway Carmen No. 805	45.60	Building Service Employees No. 278	235.65
Retail Food, Drug and Liquor Clerks No. 1288	780.00	Carpenters and Joiners No. 1052	846.70
Sheet Metal Workers No. 252....	120.75	Film Technicians (Theatrical Stage Employees) No. 683....	1,477.50
Stereotypers No. 104	25.00	Hollywood A.F.L. Film Council	12.00
Theatrical Stage Employees No. 158	30.00	Hollywood Painters No. 5	408.95
Tile Layers No. 23	39.00	Machinists No. 1185	90.00
Typographical No. 144	90.00	Make-up Artists No. 706	132.60
Winery and Distillery Workers No. 45	150.00	Motion Picture Costumers No. 705	182.00
FULLERTON		Motion Picture Crafts Service No. 727	75.00
Flat Glass Workers No. 187.....	37.95	Motion Picture Film Editors No. 776	504.00
GARDENA		Motion Picture Photographers No. 659	180.00
Rubber Workers No. 433	29.15	Motion Picture Screen Cartoonists No. 839	312.20
Steelworkers No. 2273	71.50	Motion Picture Set Painters No. 729	159.00
GLENDALE		Motion Picture Sound Technicians No. 695	180.00
Barbers No. 606	33.80	Motion Picture Studio Art Craftsmen No. 790	30.00
Brick and Clay Workers No. 774	322.90	Motion Picture Studio Cine-technicians No. 789	229.35
Brick and Clay Workers No. 820	195.00	Motion Picture Studio Electrical Technicians No. 728....	300.00
Carpenters and Joiners No. 563	741.90	Motion Picture Studio First Aid Employees No. 767.....	46.05
Cement Finishers No. 893	301.80	Motion Picture Studio Projectionists No. 165	171.00
Painters No. 713	361.30	National Broadcast Employees No. 53	519.20
Plumbers and Pipe Fitters No. 761	536.45	Office Employees No. 174	548.00
Post Office Clerks No. 841.....	100.65	Post Office Clerks No. 1256.....	48.00
Printing Pressmen No. 107.....	24.00	Publicists No. 818	165.75
Typographical No. 871	30.50	Scenic Artists No. 816	122.90
GRASS VALLEY		Screen Actors Guild	3,000.00
Bartenders and Culinary Workers No. 368	451.15	Screen Extras Guild, Inc.....	1,800.00
Carpenters and Joiners No. 1903	99.50	Script Supervisors No. 871.....	87.90
HANFORD		Set Designers and Model Makers No. 847	45.00
Carpenters and Joiners No. 1043	220.00	Story Analysts No. 854	37.65
HAWTHORNE			
Stove Mounters No. 123-B.....	75.95		
HAYWARD			
Brewery Workers No. 293	73.50		
Carpenters and Joiners No. 1622	990.00		

Studio Carpenters No. 946	216.00		
Studio Electricians No. 40.....	135.00		
Studio Grips No. 80	84.00		
Studio Utility Employees			
No. 724	517.30		
United Auto Workers No. 179..	1,307.65		
HUNTINGTON BEACH			
Rubber Workers No. 393	448.55		
HUNTINGTON PARK			
Allied Industrial Workers			
No. 990	180.00		
Butchers No. 563	889.10		
California Federation of Post			
Office Clerks	12.00		
Furniture Workers No. 1010....	363.00		
Glass Bottle Blowers No. 114....	120.00		
Glass Bottle Blowers No. 141....	19.80		
Glass Bottle Blowers No. 137....	752.71		
Machinists No. 1571	519.90		
Operative Potters No. 201	102.00		
Painters No. 95	273.50		
Steelworkers No. 1845	806.40		
INGLEWOOD			
Carpenters No. 2435	489.75		
Painter and Decorators			
No. 1346	379.00		
IONE			
Brick and Clay Workers			
No. 750	24.00		
Brick and Clay Workers			
No. 844	23.10		
KLAMATH			
Lumber and Sawmill Workers			
No. 2505	223.94		
LA JOLLA			
Carpenters and Joiners			
No. 1358	179.00		
LAKEWOOD			
Rubber Workers No. 357	45.70		
LA MESA			
National Broadcast Employees			
No. 54	34.05		
LANCASTER			
Barbers No. 699	14.00		
LAWNDALE			
Glass Bottle Blowers No. 19.....	176.25		
LIVERMORE			
Chemical Workers No. 422.....	37.25		
Machinists No. 1577	73.05		
LODI			
American Federation of Grain			
Millers No. 59	221.25		
Carpenters and Joiners			
No. 1418	113.35		
Typographical No. 983	16.00		
LOMPOC			
Barbers No. 363	20.00		
Chemical Workers No. 146.....	186.05		
			LONG BEACH
Asbestos Workers No. 20.....		24.00	
Bakers No. 31		120.30	
Barbers No. 622		71.30	
Bartenders No. 686		638.70	
Bricklayers No. 13		150.00	
Building and Construction			
Trade Council		12.00	
Carpenters and Joiners			
No. 710		692.90	
Cement Finishers No. 791		153.05	
Chemical Workers No. 1		153.80	
Chemical Workers No. 255.....		203.45	
City Employees No. 112		136.50	
Communications Workers			
No. 9571		528.80	
Culinary Alliance No. 681.....		2,683.45	
Dry Dock and Ordinance			
Painters No. 1501		32.40	
Hod Carriers and Common			
Laborers No. 507		1,486.25	
Joint Executive Board of Cul-			
inary Workers		17.00	
Lathers No. 172		99.25	
Lifeguards No. 1292		30.65	
Machinists No. 1235		300.00	
Motion Picture Projectionists			
No. 521		42.05	
Musicians Association No. 353..		60.00	
Oil, Chemical and Atomic			
Workers No. 128		3,185.25	
Painters No. 256		405.05	
Plasterers and Cement Fin-			
ishers No. 343		136.00	
Plumbers and Steamfitters			
No. 494		345.35	
Printing Pressmen No. 285.....		39.00	
Retail Clerks No. 324		2,520.00	
Roofers No. 72		43.75	
Rubber Workers No. 640.....		58.45	
Sheet Metal Workers No. 420....		330.00	
State Council of Culinary			
Workers, Bartenders and			
Hotel Service Employees.....		12.00	
Steelworkers No. 5038		119.55	
Stereotypers No. 161		26.00	
Teachers No. 1263		27.40	
Teachers No. 1384		9.00	
Typographical No. 650		113.40	
United Auto Workers No. 148..		2,669.70	
United Auto Workers No. 805..		304.45	
United Cement, Lime and Gyp-			
sum Workers No. 59		67.65	
Utility Workers No. 246		259.95	
			LOS ANGELES
Advertising and Public Rela-			
tions Employees No. 518.....		20.00	
American Flint Glass Work-			
ers No. 139		111.00	
American Guild of Variety			
Artists		135.00	
Asbestos Workers No. 5		180.00	

Auto-Marine-Production Finishers, Equipment Maintenance and Public Service Painters No. 1798	240.00	Council of Federated Municipal Crafts	12.00
Bakers No. 453	195.00	Dental Technicians No. 100	60.00
Barbers No. 295	360.35	Dining Car Employees No. 582..	155.00
Bartenders No. 284	1,108.48	District Council Brick and Clay Workers No. 11	12.00
Beauticians No. 295-A	24.00	District Council of Carpenters..	12.00
Bill Posters and Billers No. 32	65.00	District Council of Chemical Workers No. 5	12.00
Boilermakers No. 92	480.00	District Council of Machinists No. 94	12.00
Boilermakers, Iron Shipbuilders, Blacksmiths, and Forgers No. 1212	66.00	District Council of Painters No. 36	12.00
Bookbinders No. 63	360.00	District Council of Plasterers and Cement Masons	24.00
Brewery and Distillery Workers No. 7	24.00	Electrical Workers No. 11	3,000.00
Bricklayers No. 2	270.00	Electrical Workers No. B-18.....	360.00
Brick and Clay Workers No. 661	40.30	Electrical Workers No. 1710....	300.00
Building Service Employees No. 193	30.00	Electrotypers No. 137	42.85
Bus Drivers No. 1222	120.00	Elevator Constructors No. 18....	100.80
Cabinet Makers and Millmen No. 721	1,493.05	Film Exchange Employees No. 61-B	63.70
California Social Service Agencies of Jewish Federation No. 1108	37.65	Fire Fighters Association of Los Angeles No. 748	434.90
California State Association of Barbers and Beauticians...	24.00	Fur Workers No. 87-F	132.00
California State Association of Electrical Workers	12.00	Glass Bottle Blowers No. 29.....	168.00
California State Association of Letter Carriers	12.00	Gunite Workers No. 345	244.70
Cap Makers No. 22	30.00	Hardwood Floor Workers No. 2144	296.15
Carpenters and Joiners No. 25	883.05	Health Workers No. 1036	25.90
Carpenters and Joiners No. 929	493.80	Hod Carriers and Common Laborers No. 300	3,000.00
Carpenters and Joiners No. 1497	791.50	Hod Carriers and Common Laborers No. 696	60.45
Carpenters and Joiners No. 1976	328.15	Hotel Service Employees No. 765	475.00
Carpet, Linoleum and Soft Tile Workers No. 1247	1,217.45	House, Building and General Movers No. 923	106.50
Cement Masons No. 627	616.20	Insurance Workers No. 83	411.30
Chemical Workers No. 11.....	365.50	Iron Workers (Shopmen) No. 509	420.00
Chemical Workers No. 350	27.60	I. U. Electrical Workers No. 850	54.30
Chemical Workers No. 452	389.90	I. U. Electrical Workers No. 854	281.75
Child Welfare Workers No. 816	24.90	I. U. Electrical Workers No. 1503	135.25
Cleaners, Dyers and Pressers No. 268	240.00	I. U. Electrical Workers No. 1511	57.50
Cloak Makers No. 58	355.00	I. U. Electrical Workers No. 1514	46.05
Clothing Workers No. 55-D.....	325.00	Jewelry Workers No. 23	210.00
Clothing Workers No. 81.....	68.00	Joint Council Building Service Employees No. 8	12.00
Clothing Workers No. 278	780.00	Joint Executive Board Culinary Workers	12.00
Clothing Workers No. 372	135.00	Joint Executive Conference of Electrical Workers of Southern California	12.00
Clothing Workers No. 408	225.00	Ladies Garment Workers No. 55	650.00
Commercial Telegraphers No. 48	187.50	Ladies Garment Workers No. 84	180.00
Communications Workers No. 9590	395.00		
Cooks No. 468	1,500.00		

Ladies Garment Workers No. 96	220.00	Millwrights No. 1607	305.35
Ladies Garment Workers No. 97	147.50	Miscellaneous Employees No. 440	1,702.60
Ladies Garment Workers No. 96-C	35.00	Miscellaneous Foremen and Public Works Superintend- ents No. 413	89.35
Ladies Garment Workers No. 451	157.50	Molders and Foundry Workers No. 374	84.00
Ladies Garment Workers No. 482	158.75	Motion Picture Projectionists No. 150	372.90
Ladies Garment Workers No. 483	90.00	Musicians No. 47	1,300.00
Ladies Garment Workers No. 496	98.75	National Postal Transport Association	24.00
Ladies Garment Workers No. 497	295.00	Newspaper Guild No. 69	623.60
Ladies Garment Workers No. 512	60.00	Newspaper Pressmen No. 18....	228.00
Lathers No. 42	138.00	Office Employees No. 30.....	745.00
Lathers No. 42-A	473.25	Offset Workers Printing Press- men and Assistants No. 78....	330.00
Los Angeles Allied Printing Trades Council	12.00	Operating Engineers No. 12....	6,120.00
Los Angeles Building and Con- struction Trades Council	12.00	Ornamental Iron Workers No. 792	96.00
Los Angeles City Employees No. 119	44.95	Pacific Southwest District Council of Government Em- ployees	12.00
Los Angeles County Em- ployees No. 187	49.40	Packinghouse Workers Dis- trict Council No. 4	12.00
Los Angeles County Federa- tion of Labor	12.00	Packinghouse Workers No. 200	231.80
Los Angeles County Guards No. 790	43.85	Painters No. 434	127.30
Los Angeles County Mechan- ics Supervisory Employees No. 180	24.00	Painters No. 1348	110.00
Los Angeles County Park and Recreation Department Em- ployees No. 517	187.95	Paper Handlers No. 3	55.00
Los Angeles County Probation Officers No. 685	132.00	Paper Makers No. 208	74.90
Los Angeles County Superior Court Clerks No. 575	60.60	Paper Makers No. 349	65.55
Los Angeles County Superior Court Reporters No. 788	31.60	Pari-Mutuel Employees Guild No. 280	180.00
Los Angeles Water Depart- ment and Power Employees No. 233	30.85	Pattern Makers Association	48.00
Los Angeles Editorial Asso- ciation No. 21241.....	58.70	Photo Engravers No. 32	361.20
Los Angeles Leather, Lug- gage No. 213-L	300.00	Plasterers No. 2	500.00
Los Angeles Municipal Em- ployees No. 319	12.10	Plumbers No. 78	1,256.00
Los Angeles Union Label Council	12.00	Printing Specialties and Paper Converters No. 388	600.00
Lumber and Sawmill Workers No. 2288	1,664.05	Printing Specialties and Paper Products No. 522	167.65
Machinists No. 311	2,025.70	Provision House Workers No. 274	1,800.00
Machinists No. 1186	1,500.00	Public Employees Council of California	12.00
Mailers No. 9	260.50	Public Service Carpenters No. 2231	37.10
Meat Cutters No. 421	1,500.00	Pulp, Sulphite and Paper Mill Workers No. 266	120.00
Metal Polishers No. 67	36.00	Pulp, Sulphite and Paper Mill Workers No. 268	43.35
Metal Trades Council of South- ern California	5.00	Pulp, Sulphite and Paper Mill Workers No. 307	560.00
		Pulp, Sulphite and Paper Mill Workers No. 550	64.50
		Pulp, Sulphite and Paper Mill Workers No. 680	91.55
		Railway Carmen No. 806	20.00
		Railway News Service No. 357..	80.00
		Reinforced Iron Workers No. 416	360.00
		Railway and Steamship Clerks No. 2114	18.00

Retail Wholesale and Department Store Employees No. 112	22.00	Theatrical Press Agents and Managers No. 18032	24.00
Roofers No. 36	579.35	Theatrical Wardrobe Attendants No. 768	30.60
Rubber Workers No. 43	390.00	Tile Layers No. 18	300.00
Rubber Workers No. 44	785.80	Typographical No. 174	1,063.70
Rubber Workers No. 131	808.55	United Association Steamfitters No. 250	650.00
Rubber Workers No. 141	123.75	United Auto Workers No. 887..	8,643.50
Rubber Workers No. 335	60.60	United Garment Workers No. 94	20.00
Rubber Workers No. 428	65.40	United Garment Workers No. 125	167.25
Rubber Workers No. 430	24.00	Upholsterers No. 15	192.00
Rubber Workers No. 440	26.00	Utility Workers No. 132	1,166.15
Rubber Workers No. 458	757.10	Waiters No. 17	1,800.00
Rubber Workers No. 656	33.25	Waitresses No. 639	2,765.40
Service and Maintenance Employees No. 399	650.00	Wholesale Wine and Liquor Salesmen No. 151	38.60
Sheet Metal Workers No. 108...	2,333.85	Women's Union Label League No. 36	6.00
Sign and Pictorial Painters No. 831	60.00		
Southern California Conference of Allied Printing Trades Councils	12.00	LOS GATOS	
Southern California Council of Public Employees No. 20..	18.00	Carpenters and Joiners No. 2006	385.35
Southern California Council of Laborers	12.00		
Southern California District Council of Lathers	12.00	LOS NIETOS	
Southern California Joint Board Amalgamated Clothing Workers	12.00	Brick and Clay Workers No. 824	229.40
Southern California Printing Specialties and Paper Products Joint Council No. 2.....	12.00		
Southern California Pipe Trades District Council No. 16	12.00	LOS PADRES	
Southern California Typographical Conference	12.00	California Men's Colony No. 179	71.30
Sportswear and Cotton Garment Workers No. 266	440.00		
Sprinkler Fitters No. 709.....	210.00	MADERA	
Stage Employees No. 33	247.50	Construction and General Laborers No. 920	60.00
State, County and Municipal Employees No. 800	50.40	Madera Typographical No. 848..	24.00
State Employees No. 361	24.00		
Stationery Operating Engineers No. 501	510.00	MANTECA	
Steelworkers No. 1547	24.00	Carpenters No. 1869	61.45
Steelworkers No. 1986	79.10	Sugar Workers No. 177	119.83
Steelworkers No. 2172	99.25		
Steelworkers No. 5504	173.25	MARTELL	
Stereotypers No. 58	180.00	Carpenters and Joiners No. 1522	27.20
Street, Electric Railway and Motor Coach Employees No. 1277	600.00		
Structural Iron Workers No. 433	176.00	MARTINEZ	
Switchmen No. 43	24.00	Allied Hospital Employees No. 251	136.80
Teachers No. 1021	180.00	Building and Construction Trades Council	12.00
Textile Workers No. 99	61.45	Central Labor Council	12.00
Textile Workers No. 818	27.05	Carpenters and Joiners No. 2046	1,056.45
Textile Workers No. 915	54.75	Construction and General Laborers No. 324	1,410.90
Textile Workers No. 1291	39.15	Contra Costa County Employees Association No. 1675	571.95
		Electrical Workers No. 302	461.25
		Northern California Joint Executive Conference of Electrical Workers	12.00
		Oil, Chemical and Atomic Workers No. 5	1,340.00
		Painters No. 741	90.00
		Plumbers and Pipe Fitters No. 159	225.00
		Typographical No. 597	50.40

MARYSVILLE		MOJAVE	
Bartenders and Culinary		Carpenters and Joiners	
Alliance No. 715	160.00	No. 1239	60.00
Carpenters and Joiners		MONTEREY	
No. 1570	325.75	Barbers No. 896	36.00
Central Labor Council	12.00	Building and Construction	
Hod Carriers and General		Trades Council	12.00
Laborers No. 121	255.00	Carpenters and Joiners	
Stage Employees No. 216.....	30.00	No. 1323	360.00
MAYWOOD		Central Labor Council	12.00
Glass Bottle Blowers No. 145....	82.05	Electrical Workers No. 1072 ...	63.00
Locomotive Firemen and		Fish Cannery Workers of	
Enginemen No. 979	26.00	Pacific	155.25
Steelworkers No. 1981	780.00	Hod Carriers and Common	
Steelworkers No. 2058	380.00	Laborers No. 690	254.45
United Auto Workers No. 509..	918.80	Hotel, Restaurant Employees	
United Auto Workers No. 808..	766.40	and Bartenders No. 483.....	816.70
United Auto Workers No. 811..	2,081.35	Painters and Decorators	
MENLO PARK		No. 272	30.00
Utility Workers No. 160-C.....	38.15	Seine and Line Fishermen.....	120.00
MERCED		MONTEREY PARK	
Carpenters and Joiners		Steelworkers No. 1502	334.80
No. 1202	133.35	MOUNTAIN VIEW	
Central Labor Council	12.00	Carpenters and Joiners	
Communications Workers		No. 1280	718.15
No. 9407	69.75	Hardwood Floor Layers	
Construction and General La-		No. 3107	130.25
borers No. 995	179.10	McCLOUD	
Plasterers and Cement Masons		Woodworkers No. 6-64	537.85
No. 672	24.00	NAPA	
Typographical No. 865.....	26.00	Bartenders and Culinary	
MILL VALLEY		Workers No. 753	261.25
Carpenters and Joiners		California State Hospital	
No. 1710	145.55	Employees No. 174	58.00
MILPITAS		Carpenters and Joiners	
United Auto Workers No. 560..	1,200.80	No. 2114	168.55
MODESTO		Central Labor Council	12.00
Barbers No. 787	25.30	Hod Carriers and General	
Building and Construction		Laborers No. 371	257.40
Trades Council	15.00	Machinists No. 1419	102.75
Carpenters and Joiners		Plasterers and Cement Fin-	
No. 1235	209.95	ishers No. 766	30.00
Central Labor Council	12.00	United Garment Workers	
Chemical Workers No. 190	89.75	No. 197	235.25
Communications Workers		NEVADA CITY	
No. 9418	130.35	Communications Workers	
Culinary Workers and		No. 9431	66.40
Bartenders No. 542	630.75	NEWARK	
Electrical Workers No. 684	205.00	Chemical Workers No. 62	127.60
Glass Bottle Blowers No. 17.....	98.10	NEWMAN	
Hod Carriers and General		Oil, Chemical and Atomic	
Laborers No. 1130	273.35	Workers No. 356	25.25
Musicians No. 652	74.80	NEW YORK, N. Y.	
Plasterers No. 429	47.25	National Maritime Unions	
Plumbers and Steamfitters		(California)	300.00
No. 437	120.00	NILES	
Sheet Metal Workers No. 495....	53.55	Steelworkers No. 3367	155.05
Sign and Pictorial Artists		NORTH FORK	
No. 1629	24.00	Lumber and Sawmill Workers	
Stage Employees No. 564	24.00	No. 2762	117.40
Typographical No. 689	30.00		

NORWALK			
Operative Potters No. 307	30.90	Gardeners, Florists and	
Rubber Workers No. 158	65.35	Nurserymen No. 1206	51.00
State, County and Municipal		Glass Bottle Blowers No. 2.....	60.00
Employees No. 1492	28.40	Glass Bottle Blowers No. 141....	360.00
OAKLAND		Glass Bottle Blowers No. 142....	60.55
Aircraft Workers No. 854	285.75	Glass Bottle Blowers No. 155....	180.00
Alameda County School		Hod Carriers No. 166	212.00
Employees No. 257	138.00	Insurance Workers No. 30	61.90
Allied Printing Trades Council	24.00	Iron Workers No. 378	120.00
Auto and Ship Painters		I. U. Electrical Workers	
No. 1176	237.60	No. 1506	10.00
Automotive Machinists		Lathers No. 88	102.00
No. 1546	2,741.45	Laundry Workers No. 2	648.40
Barbers No. 134	300.00	Machinists No. 284	1,200.00
Bartenders No. 52	751.65	Machinists No. 1566	350.30
Boilermakers No. 10	360.00	Motion Picture Projectionists	
Bricklayers No. 8	120.00	No. 169	91.20
Building and Construction		Newspaper Printing Press-	
Trades Council of Alameda		men No. 39	69.30
County	9.00	Northern California Auto	
Building Service Employees		Machinists Council	12.00
No. 18	952.05	Northern California Council	
Butchers No. 120	1,350.00	of Government Employees ...	12.00
California Legislative and		Northern California Typo-	
Coordinating Council	12.00	graphical Conference	12.00
Carpenters and Joiners		Offset Reproduction Artisans	
No. 36	1,031.67	No. 473	46.20
Carpenters and Joiners		Office Employees No. 29	1,320.00
No. 1473	259.72	Operating Engineers No. 736....	86.45
Carpet, Linoleum and Soft		Painters No. 127	324.90
Tile Workers No. 1290	165.00	Paint Makers No. 1101	351.45
Cement Masons No. 594	240.00	Plasterers No. 112	60.00
Cemetery Workers and Greens		Plumbers and Gas Fitters	
Attendants No. 322	42.50	No. 444	540.00
Central Labor Council	12.00	Printing Pressmen No. 125.....	120.00
Cleaning and Dye House		Printing Specialties and Paper	
Workers No. 3009	747.95	Products No. 382	731.05
Clerks and Lumber Handlers		Printing Specialties and Paper	
No. 939	45.00	Products No. 677.....	63.60
Commercial Telegraphers		Printing Specialties and Paper	
No. 208	60.00	Products No. 678	414.25
Communications Workers		Pulp, Sulphite and Paper Mill	
No. 9490	398.55	Workers No. 255	9.30
Construction and General		Railway Carmen No. 735	55.35
Laborers No. 304	1,800.00	Retail Food Clerks No. 870.....	720.00
Cooks No. 228	1,200.00	Roofers No. 81	150.00
Culinary Alliance No. 31	2,139.45	Rubber Workers No. 64	119.80
Dining Car Cooks and Waiters		Rubber Workers No. 78	63.35
No. 456	180.00	Scrapworkers No. 1088	223.35
District Council of Chemical		Sheet Metal Workers No. 216....	300.00
Workers No. 2	24.00	Sheet Metal Workers No. 355....	120.00
District Council of Painters		Shipyard and Marine Shop	
No. 16	15.00	Laborers No. 886	302.50
District Lodge of Machinists		Sleeping Car Porters	150.00
No. 115	12.00	Steamfitters and Helpers	
East Bay Municipal District		No. 342	765.00
Employees No. 444	16.25	Steelworkers No. 168	27.00
East Bay Regional Park		Steelworkers No. 1798	286.15
Employees No. 414	11.40	Steelworkers No. 3702	22.00
Electrical Workers No. 595	750.00	Steelworkers No. 4468	211.00
Electrical Workers No. 1245....	6,000.00	Street Carmen No. 192	600.00
Floorlayers and Carpenters		Teachers No. 771	89.35
No. 1861	60.00	Technical Engineers No. 39.....	34.20
		Theatrical Employees No. B-82	48.00

Theatrical Janitors No. 121	46.80	Hotel-Restaurant Employees and Bartenders No. 531.....	1,484.75
Theatrical Stage Employees No. 107	24.75	Lathers No. 81	136.30
Tool and Die Makers No. 76.....	125.20	Meat Cutters No. 439	1,080.00
Tool and Die Makers No. 1176..	5.00	Operative Potters No. 222	65.55
Typographical No. 36	385.50	Painters and Decorators No. 92	252.15
United Auto Workers No. 76....	457.00	Plasterers and Cement Fin- ishers No. 194	194.55
United Auto Workers No. 333..	587.05	Plumbers No. 280	214.30
United Auto Workers No. 1031	832.60	Typographical No. 583.....	75.50
University of California Employees No. 371	102.05		
OLIVE VIEW		PATTON	
Los Angeles City, County and State Employees No. 347.....	104.00	California State Hospital Employees No. 128	47.30
OMO RANCH		PETALUMA	
Lumber and Sawmill Workers No. 2728	101.45	Barbers No. 419	24.00
ONTARIO		Bartenders and Culinary Workers No. 271	167.50
Operative Potters No. 319.....	64.40	Lathers No. 268	23.90
ORO GRANDE		Machinists No. 1596	122.85
Cement Workers No. 192	149.60	Typographical No. 600	24.00
OROVILLE		PICO RIVERA	
Barbers No. 643.....	26.00	United Auto Workers No. 923..	1,095.35
Bartenders and Culinary Workers No. 654	433.60	PITTSBURG	
Butchers No. 460	26.50	Barbers No. 917	61.85
Carpenters No. 1240	196.80	Bartenders and Culinary Workers No. 822	462.85
Central Labor Council	12.00	Chemical Workers No. 23	233.60
OXNARD		Glass Bottle Blowers No. 160....	109.30
Barbers No. 959	28.90	Paper Makers No. 329	103.65
Carpenters No. 2042	197.80	Plasterers and Cement Fin- ishers No. 825	92.75
Communications Workers No. 9575	150.10	Steelworkers No. 1440	1,294.05
Steelworkers No. 2029	16.80	Steelworkers No. 4534	31.35
PALM CITY		PLACERVILLE	
Carpenters and Joiners No. 1490	45.95	Carpenters and Joiners No. 1992	100.70
PALMDALE		Hotel and Restaurant Workers No. 793	87.30
Painters No. 1793	81.65	POMONA	
PALM SPRINGS		Barbers No. 702	24.00
Carpenters and Joiners No. 1046	206.35	Chemical Workers No. 58	115.75
Lathers No. 454	26.80	Glass Bottle Blowers No. 34.....	128.65
Painters No. 1627	62.95	Hod Carriers No. 806	360.00
PALO ALTO		Machinists No. 1586	223.35
Barbers No. 914	71.50	Pacific State Hospital No. 1515	196.40
Bindery Workers No. 21	24.00	Painters and Decorators No. 979	275.75
Carpenters and Joiners No. 668	666.60	Paper Makers No. 318	254.25
Painters No. 388	237.20	Plumbers and Steamfitters No. 398	449.50
Typographical No. 521	72.00	Printing Pressmen No. 320	37.70
PANARAMA		Retail Clerks No. 1428	846.00
Communications Workers No. 9503	337.75	Typographical No. 994	130.50
PASADENA		PORT CHICAGO	
Barbers No. 603	33.10	Chemical Workers No. 25	77.25
Carpenters and Joiners No. 769	565.65	PORTERVILLE	
Cement Masons No. 923	109.35	Carpenters and Joiners No. 2126	59.00
Hod Carriers No. 439	195.00		

QUINCY		Carpenters and Joiners	
Lumber and Sawmill Workers		No. 642	662.45
No. 1123	112.20	Communications Workers	
RANCHO CORDOVA		No. 9401	72.90
Steelworkers No. 1586	16.65	Machinists No. 824	900.00
RED BLUFF		Motion Picture Projectionists	
Carpenters and Joiners		No. 560	24.00
No. 1254	85.45	Office Employees No. 243	96.00
REDDING		Operative Potters No. 89	104.90
Auto and Machinists No. 1397..	130.00	Operative Potters No. 302	35.70
Barbers No. 6	47.10	Painters No. 560	183.60
Building and Construction		Public Employees of Contra	
Trades Council of North-		Costa County No. 302	198.30
eastern California	12.00	Railway Carmen No. 250	70.50
Butchers No. 352	172.85	Retail Clerks No. 1179	1,200.00
Carpenters and Joiners		Steelworkers No. 4113	46.40
No. 1599	353.85	Typographical No. 738	34.30
Central Labor Council Five		RIDGECREST	
Counties	12.00	Electrical Workers No. 729	41.05
Culinary Workers, Bartend-		RIVERA	
ers and Hotel Service Em-		Packinghouse Workers No. 67..	270.25
ployees No. 470	584.00	Steelworkers No. 5188	24.00
Hod Carriers and Common		RIVERSIDE	
Laborers No. 961	300.00	Barbers No. 171	44.35
Lumber and Sawmill Workers		Building and Construction	
No. 2608	693.55	Trades Council	12.00
Motion Picture Projectionists		Carpenters and Joiners	
No. 739	24.00	No. 235	388.25
Musicians No. 113	73.65	Carpenters and Joiners	
Plasterers and Cement Masons		No. 1959	60.00
No. 805	47.75	Central Labor Council	12.00
Plumbers and Steamfitters		District Council of Painters	
No. 662	67.50	No. 48	24.00
Retail Clerks No. 1364	398.70	District Council of United	
Typographical No. 993	24.00	Cement, Lime and Gypsum	
United Cement, Lime and		Workers No. 3	12.00
Gypsum Workers No. 427.....	21.65	Electrical Workers No. 440	176.55
REDLANDS		Hod Carriers and General	
Operative Potters No. 214.....	89.20	Laborers No. 1184	641.45
REDONDO BEACH		Machinists No. 1104	90.00
Carpenters and Joiners		Painters No. 286	135.60
No. 1478	724.05	Retail Clerks No. 1167	1,455.50
REDWOOD CITY		Sheet Metal Workers No. 509....	214.05
Cement Mill Workers No. 760..	67.20	Steelworkers No. 4233	10.20
Electrical Workers No. 1969.....	165.00	United Cement, Lime and	
Painters No. 1146	177.10	Gypsum Workers No. 48.....	187.60
Printing Specialties and		ROSEVILLE	
Paper Products No. 626.....	101.95	Carpenters No. 1147	423.15
United Auto Workers No. 109..	105.20	Locomotive Firemen and	
RENO, NEVADA		Enginemen No. 58	79.55
Lumber and Sawmill Workers		Switchmen No. 263	76.60
No. 2903	65.20	SACRAMENTO	
RESEDA		Allied Printing Trades Council	12.00
Carpenters and Joiners		American Federation, State,	
No. 844	960.65	County, Municipal and	
RICHMOND		School Employees No. 258-A	151.20
Barbers No. 508	84.40	Barbers No. 112	124.40
Bartenders and Culinary		Bartenders No. 600	437.30
Workers No. 595	1,157.15	Bookbinders No. 35	67.20
Beauticians No. 508-A	69.50	Building and Construction	
Boilermakers No. 513	210.00	Trades Council	12.00

OFFICERS REPORTS TO

Building Service Employees		SALINAS	
No. 22	180.00	Barbers No. 827	41.40
Butchers No. 498.....	1,189.10	Carpenters and Joiners	
California Council of State		No. 925	266.25
Employees No. 56	12.00	Central Labor Council	12.00
California Department Indus-		Hod Carriers and Common	
trial Relations Employees		Laborers No. 272	108.55
No. 1031	26.00	Hotel and Restaurant Em-	
California State Federation		ployees No. 355	166.70
of Teachers	12.00	Mechanics and Machinists	
Carpenters and Joiners		No. 1824	105.00
No. 586	1,140.00	Packinghouse Workers No. 78..	614.20
Carpet, Linoleum and Tile		Painters No. 1104	40.50
Workers No. 1237	91.75	Retail Clerks No. 839	352.90
Cement Finishers No. 582	240.00	Teachers No. 1020	24.00
Construction and General			
Laborers No. 185	2,100.00	SAN ANDREAS	
Cooks No. 683	429.80	Carpenters and Joiners	
County Employees No. 146	60.00	No. 386	57.45
District Council of Carpen-		United Cement, Lime and	
ters	10.00	Gypsum Workers No. 57	181.80
Electrical Workers No. 340	112.50		
Hod Carriers No. 262	114.00	SAN BERNARDINO	
Iron Workers No. 118	420.00	Barbers No. 253	78.00
Jewelry Workers No. 112.....	30.00	Carpenters and Joiners	
Lathers No. 109	60.00	No. 944	640.50
Machinists No. 33	169.50	Central Labor Council	18.00
Millmen No. 1618	153.00	City Schools Maintenance	
Miscellaneous Employees		Employees No. 1076	24.00
No. 393	688.05	Communications Workers	
Motion Picture Machine Oper-		No. 9573	29.00
ators No. 252	43.30	County Employees No. 122.....	356.40
Musicians No. 12	150.00	Culinary Workers and Bar-	
National Broadcast Employees		tenders No. 535	1,179.10
No. 55	30.00	District Council of Carpen-	
Painters No. 487	336.00	ters and Joiners	12.00
Plasterers No. 295	105.25	Electrical Workers No. 477	330.00
Plumbers and Steamfitters		Electrical Workers No. 543	120.00
No. 447	180.00	Electrical Workers No. 848.....	144.20
Printing Pressmen No. 60.....	75.00	Government Employees	
Printing Specialties and Paper		No. 1485	103.50
Converters No. 460	48.00	Hod Carriers and Laborers	
Railway Carmen No. 1344.....	39.10	No. 783	528.00
Retail Clerks No. 588	1,200.00	Lathers No. 252	51.00
Rocket and Guided Missile		Locomotive Firemen and	
Lodge No. 946	3,263.35	Enginemen No. 314	51.90
Roofers No. 47	72.50	Machinists No. 214	120.00
Sheet Metal Workers No. 162....	340.70	Machinists No. 1047	129.00
Stage Employees No. 50	24.00	Motion Picture Machine	
Steelworkers No. 4383	45.90	Operators No. 577	24.00
Stereotypers No. 86	36.00	Musicians No. 167	72.00
Street Carmen No. 256	90.00	Office Employees No. 83.....	34.00
Teachers No. 31	55.40	Painters No. 775	165.25
Theater Employees No. B-66....	57.50	Plasterers and Cement Fin-	
Typographical No. 46	260.50	ishers No. 73	94.50
Union of State Employees		Plumbers and Steamfitters	
No. 411	33.30	No. 364	360.00
Waiters and Waitresses		Printing Pressmen No. 138	36.00
No. 561	748.15	Railway Carmen No. 842	48.00
Wholesale Plumbing House		Stage Employees No. 614	24.00
Employees No. 447-Aux.....	51.00	Steelworkers No. 4765	96.00
Woodworkers No. 338	65.15		
		SAN BRUNO	
		Carpenters No. 848	321.85
		Packinghouse Workers No. 263	24.00
		Transport Workers No. 505.....	120.00

SAN DIEGO			
Allied Printing Trades Council	16.00	Shinglers No. 553	32.35
Bindery Workers No. 40	36.00	Shipwrights, Boatbuilders	
Bridgemen No. 229	105.00	and Caulkers No. 1300	240.05
Building and Construction		State Employees No. 1676	74.10
Trades Council	12.00	Stereotypers No. 82	18.00
Building Service Employees		Street, Electric Railway, and	
No. 102	240.00	Motor Coach Operators	
Butchers and Meat Cutters		No. 1309	276.00
No. 229	1,140.00	Teachers No. 1278	54.70
Carpenters and Joiners		Theatrical Stage Employees	
No. 1296	735.70	No. 122	21.72
Carpenters and Joiners		Typographical No. 221	256.15
No. 1571	540.15	United Auto Workers No. 506..	602.10
Carpenters No. 2020	378.80	Waiters and Bartenders	
Carpet, Linoleum and Resil-		No. 500	636.25
ient Tile Workers No. 1711....	120.00		
Central Labor Council	12.00		
Clothing Workers No. 288.....	180.00		
Commercial Telegraphers			
No. 150	47.40		
County and Municipal Em-			
ployees No. 127	709.80		
Culinary Alliance and Hotel			
Service Employees No. 402....	1,793.60		
District Council of Carpen-			
ters	12.00		
Electrical Workers No. 465	330.00		
Electrical Workers No. 569	1,115.70		
Fish Cannery Workers of			
Pacific	1,200.00		
Floorlayers No. 2074	40.40		
Furniture Workers No. 577.....	24.00		
Government Employees			
No. 1085	105.15		
Hod Carriers and Construc-			
tion Laborers No. 89.....	1,950.00		
Iron Workers No. 627	601.00		
Machinists Silvergate District			
Council No. 50	15.00		
Machinists No. 2191	447.00		
Machinists No. 2192	590.05		
Machinists No. 2193	384.00		
Machinists No. 2194	387.55		
Machinists No. 2195	1,064.05		
Machinists No. 2196	270.45		
Machinists No. 2215	865.75		
Machinists No. 2216	526.60		
Machinists No. 2218	44.00		
Mailers No. 75	24.00		
Motion Picture Projectionists			
No. 297	113.40		
Newspaper Printing Pressmen			
No. 48	33.20		
Office Employees No. 139.....	59.00		
Operating Engineers No. 526....	120.00		
Painters No. 333	435.00		
Plasterers and Cement Fin-			
ishers No. 346	620.00		
Printing Pressmen No. 140	53.35		
Roofers No. 45	68.90		
Newspaper Guild No. 95	95.45		
Sheet Metal Workers No. 206....	150.00		

SAN FRANCISCO			
American Federation of Tele-			
vision and Radio Artists	215.00		
Allied Printing Trades Council	12.00		
American Guild of Variety			
Artists	180.00		
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	2,197.40		
Bakers No. 24	900.00		
Barbers No. 9	24.00		
Barbers and Beauticians			
No. 148	659.15		
Bartenders No. 41	1,885.45		
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	18.00		
Bill Posters and Billers No. 44..	52.20		
Boilermakers No. 6	600.00		
Boilermakers No. 9	60.00		
Boilermakers and Blacksmiths			
No. 1168	300.00		
Bookbinders and Bindery-			
women No. 31-125	270.00		
Boot and Shoe Workers			
No. 320	52.00		
Building and Construction			
Trades Council	12.00		
Building Service Employees			
No. 87	720.00		
Butchers No. 115	2,100.00		
Butchers No. 508	750.05		
California Allied Printing			
Trades Conference	12.00		
California Pipe Trades Council	24.00		
California State Council of			
Carpenters	12.00		
California State Council of			
Lumber and Sawmill			
Workers	12.00		

California State Legislative Board of Locomotive, Firemen and Enginemen	12.00	Government Employees No. 922	40.40
California State Council of Retail Clerks No. 2	12.00	Government Employees No. 1466	42.30
California State Theatrical Federation	12.00	Granite Cutters	24.00
Candy and Glace Fruit Workers No. 158	340.00	Hod Carriers No. 36	120.00
Carpenters No. 22	1,200.00	Hospital and Institutional Workers No. 250	360.00
Carpenters and Joiners No. 483	630.95	Hotel and Club Service Workers No. 283	1,828.30
Carpet and Linoleum Layers No. 1235	256.80	Inland Boatmen's Union of Pacific	195.00
Cement Finishers No. 580	161.70	Insurance Workers No. 73	55.45
Central California District Council of Lumber and Sawmill Workers	12.00	Iron Workers No. 377	120.00
Central Labor Council	12.00	Iron Workers No. 790	380.00
Chemical Workers No. 466	28.95	Jewelry Workers No. 36	90.00
City and County Employees No. 400	120.00	Joint Board Amalgamated Clothing Workers	12.00
City and County Employees No. 747	60.00	Ladies Garment Cutters No. 213	75.00
Civil Service Building Maintenance Employees No. 66-A	430.65	Leather and Novelty Workers No. 31	60.00
Cleaning and Dye House Workers No. 3010	270.00	Local Joint Executive Board of Culinary Workers, Bartenders, and Hotel Service Workers	12.00
Cloakmakers No. 8	360.00	Locomotive Firemen and Enginemen No. 91	60.00
Clothing Workers No. 42	300.00	Locomotive Firemen and Enginemen Council	12.00
Commercial Telegraphers No. 34	570.00	Macaroni Workers No. 493	48.00
Communications Workers No. 9470	75.70	Machinists No. 68	1,759.00
Construction and General Laborers No. 261	1,536.30	Machinists Production Workers No. 1327	1,200.00
Cooks No. 44	1,800.00	Machinists No. 1908	26.95
Coopers No. 65	24.00	Mailers No. 18	120.00
Coppersmiths No. 438	25.00	Marine Cooks and Stewards	3,250.00
Dental Technicians of Northern California No. 99	45.00	Marine Firemen	1,200.00
District Council of Iron Workers	12.00	Marine Staff Officers	25.00
District Council of Painters No. 8	12.00	Master Furniture Guild No. 1285	240.00
District Council of Plasterers and Cement Finishers	13.00	Masters, Mates and Pilots No. 40	94.40
Dressmakers No. 101	600.00	Masters, Mates and Pilots No. 89	36.00
Electrical Workers No. 6	480.00	Masters, Mates and Pilots No. 90	660.00
Elevator Constructors No. 8	90.00	Millinery Workers No. 40	24.00
Film Exchange Employees No. B-17	39.00	Miscellaneous and Wood Workers No. 2565	190.00
Film Exchange Employees No. F-17	42.45	Miscellaneous Employees No. 110	1,563.10
Fire Fighters No. 798	983.90	Molders and Foundry Workers No. 164	195.00
Furniture Workers No. 262	528.10	Motion Picture Projectionists No. 162	97.20
Furniture Workers No. 3141	290.00	Musicians No. 6	900.00
Garment Cutters No. 45	36.95	National Broadcast Employees No. 51	90.00
Glaziers and Glass Workers No. 718	228.00	Newspaper Guild No. 52	987.95
Government Employees No. 634	34.40	Northern California District Council of Laborers	12.00
		Office Employees No. 3	360.00

OFFICERS REPORTS TO

Federation of Teachers, San Jose State College No. 1362	51.05	Electrical Workers No. 639.....	60.00
Glass Bottle Blowers Association No. 267	90.15	Motion Picture Machine Operators No. 762	24.00
Hod Carriers No. 234	203.55	Musicians Protective Union No. 305	54.10
Hotel, Restaurant and Hotel Service Employees No. 180..	2,235.50	Painters No. 1336	95.95
I. U. Electrical Workers No. 1507	62.20	Plumbers and Steamfitters No. 403	55.00
Lathers No. 144	75.70	Steelworkers No. 5766	71.00
Lumber and Planing Mill Workers No. 3102	84.90	SAN MATEO	
Machinists No. 504	1,325.15	Air Transport Employees No. 1781	2,323.05
Machinists No. 562	1,539.55	Bartenders and Culinary Workers No. 340	1,795.25
Machinists No. 565	743.65	Building and Construction Trades Council	12.00
Millmen No. 262	335.70	Building Service Employees No. 81	291.75
Motion Picture Projectionists No. 431	24.00	Butchers No. 516	456.35
Musicians No. 153	27.50	Carpenters No. 162	631.15
Newspaper Guild No. 98	176.95	Cement Finishers No. 583	30.00
Painters No. 507	564.35	Central Labor Council	12.00
Plasterers No. 224	126.00	Communications Workers No. 9430	214.70
Plumbers No. 393	165.00	Construction and General Laborers No. 389	788.39
Police Department Employees No. 170	130.30	County Employees No. 829.....	159.10
Printing Pressmen No. 146.....	94.00	Electrical Workers No. 617.....	60.00
Printing Specialties and Paper Products No. 612	180.60	Hod Carriers No. 97	60.00
Printing Specialties and Paper Products No. 659	44.70	Horseshoers No. 11	24.00
Public Employees of Santa Clara County No. 1409	60.00	Lathers No. 278	24.00
Retail Clerks No. 428	1,200.00	Laundry Workers No. 143.....	90.00
Roofers No. 95	80.60	Machinists No. 1414	120.00
San Jose City Hall Employees No. 348	11.00	Paint, Varnish and Lacquer Makers No. 1053	183.35
Sheet Metal Workers No. 309....	223.60	Painters and Decorators No. 913	294.00
State, County and Municipal Employees No. 1564	26.00	Plasterers No. 381	54.00
Steelworkers No. 1835.....	99.00	Plumbers No. 467	30.00
Stereotypers and Electrotypers No. 120	33.45	Printing Pressmen No. 315	39.00
Street Carmen No. 265	60.00	Retail Clerks No. 775	300.00
Teachers No. 957	28.00	Sheet Metal Workers No. 272..	24.00
Theatrical Stage Employees No. 134	23.40	Theatrical Stage Employees No. 409	25.35
Typographical No. 231	120.00	SAN PEDRO	
Utility Workers No. 259	45.05	Auto Machinists No. 1484	280.05
SAN JUAN BAUTISTA		Barbers No. 881	52.25
United Cement, Lime and Gypsum Workers No. 148	73.75	Bartenders No. 591	234.09
SAN LEANDRO		Carpenters No. 1140	487.75
Glass Bottle Blowers No. 85.....	123.10	Chemical Workers No. 53.....	37.55
I. U. Electrical Workers No. 853	33.65	Hotel, Restaurant, Cafeteria, and Motel Workers No. 512	991.55
Teachers No. 1285	84.00	Lathers No. 366	32.20
SAN LUIS OBISPO		Lumber and Sawmill Workers No. 1407	300.00
Barbers No. 767	24.00	Marine and Shipbuilding Workers No. 9	120.00
Carpenters and Joiners No. 1632	300.06	Masters, Mates and Pilots No. 18	43.90
Central Labor Council	12.00	Painters No. 949	109.65
Construction and General Laborers No. 1464	210.00	Pile Drivers No. 2375	300.00
		Plasterers and Cement Finishers No. 838	195.00

Retail Clerks No. 905	1,426.25
Seine and Line Fishermen.....	180.00
Shipyard Laborers No. 802.....	1,314.25
Steelworkers No. 5303	92.50
Typographical No. 862	60.00

SAN RAFAEL

Barbers No. 582	66.00
Bartenders and Culinary Workers No. 126	686.40
Building and Construction Trades Council	12.00
Carpenters No. 35	645.75
Central Labor Council	12.00
Communications Workers No. 9404	181.60
Golden Gate District Council of Lathers	12.00
Hod Carriers and General Laborers No. 291	575.00
Machinists No. 238	367.50
Painters No. 83	240.00
Plasterers and Cement Finishers No. 355	60.00
Retail Clerks No. 1119	460.15
Teachers No. 1077	30.00
Theatrical Stage and Motion Picture Operators No. 811....	36.00

SANTA ANA

Barbers No. 549	24.00
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1815	1,417.20
Cement Masons No. 52	155.00
Central Labor Council.....	12.00
Chemical Workers No. 66.....	184.75
District Council of Carpenters of Orange County	12.00
Electrical Workers 441	150.00
Glass Bottle Blowers No. 81....	146.05
Hod Carriers and General Laborers No. 652	2,063.15
Lathers No. 440	154.60
Musicians No. 7	45.00
Painters and Decorators No. 686	585.50
Plasterers and Cement Finishers No. 489	180.00
Plumbers and Steamfitters No. 582	180.00
Printing Pressmen No. 166.....	34.60
Roofers No. 36-C	83.60
Sugar Workers No. 175	84.90
Theatrical Stage Employees No. 504	28.20
Typographical No. 579	60.00

SANTA BARBARA

Barbers No. 832	36.65
Building and Construction Trades Council	12.00
California State Conference of Painters	24.00

Carpenters and Joiners No. 1062	531.60
Central Labor Council	12.00
Communications Workers No. 9576	178.40
Construction and General Laborers No. 591	290.30
Culinary Alliance and Bartenders No. 498	1,348.25
District Council of Painters No. 52	15.00
Electrical Workers No. 413	225.00
Hod Carriers and General Laborers No. 195	36.55
Lathers No. 379	35.15
Meat Cutters No. 556	315.00
Musicians Protective Association No. 308	139.20
Painters No. 715	158.35
Plasterers and Cement Finishers No. 341	110.00
Plumbers and Steamfitters No. 114	72.00
Post Office Clerks No. 264.....	36.00
Retail Clerks No. 899.....	1,035.30
Roofers No. 137	15.55
Sheet Metal Workers No. 273....	136.45
Theatrical Stage Employees and Motion Picture Machine Operators No. 442	24.00
Typographical No. 394	24.00

SANTA CLARA

California State Council of Roofers	12.00
Glass Bottle Blowers No. 262....	195.80
Municipal Employees No. 107..	73.35
United Cement, Lime and Gypsum Workers No. 334.....	53.10

SANTA CRUZ

Barbers No. 891	24.00
Carpenters and Joiners No. 829	36.00
Central Labor Council	12.00
Construction and General Laborers No. 283	127.50
Leather Workers No. L-122.....	46.80
Painters and Decorators No. 1026	66.77
Plasterers and Cement Finishers No. 379	41.60
Typographical No. 589	20.25

SANTA MARIA

Barbers No. 941	24.00
Carpenters and Joiners No. 2477	420.75
Central Labor Council	12.00
Chemical Workers No. 224.....	37.20
City Employees No. 1224	20.00
Communications Workers No. 9581	99.20
Construction General and Oil Field Laborers No. 1222	412.65

Culinary Workers and Bar-tenders No. 703	688.70	SOUTHGATE	Communications Workers	
Oil, Chemical and Atomic Workers No. 534	66.15		No. 9506	384.55
SANTA MONICA			I. U. Electrical Workers	
Barbers No. 573	65.65		No. 1502	45.10
Carpenters and Joiners			Pulp, Sulphite and Paper	
No. 1400	558.35		Mill Workers No. 253.....	60.00
Communications Workers			Rubber Workers No. 100.....	876.30
No. 9574	493.10		Rubber Workers No. 225	171.70
Culinary Workers and Bar-tenders No. 814	2,522.80		United Auto Workers No. 216..	1,704.05
Meat Cutters No. 587	480.00		Utility Workers No. 283	37.50
Painters No. 821	196.45		SPRECKELS	
Plumbers No. 545	262.10		Sugar Workers No. 180	260.30
Printing Pressmen No. 429.....	24.00		STOCKTON	
Retail Clerks No. 1442	550.00		Agricultural Workers Organiz-	
Typographical No. 875	26.35		ing Committee	505.00
SANTA ROSA			Barbers No. 312	54.00
Barbers No. 159	36.00		Bartenders No. 47	252.00
Bartenders and Culinary Workers No. 770	501.20		Box Workers No. 3088	283.45
Boot and Shoe Workers			Brick and Clay Workers	
No. 446	71.80		No. 874	74.20
Building and Construction			Building and Construction	
Trades Council	12.00		Trades Council	18.00
Butchers No. 364	339.75		Building Service Employees	
Carpenters and Joiners			No. 24	60.00
No. 751	472.85		Butchers No. 127	642.20
Central Labor Council	12.00		Carpenters and Joiners	
Electrical Workers No. 551.....	120.00		No. 266	240.00
Hod Carriers and Laborers			Carpenters and Joiners	
No. 139	277.10		No. 2891	287.35
Motion Picture Machine			Cement Finishers No. 814	30.00
Operators No. 420	24.00		Central Labor Council	12.00
Musicians No. 292	189.50		Communications Workers	
Painters No. 364	60.00		No. 9417	240.70
Plasterers and Cement Fin- ishers No. 363	36.15		County Employees No. 183	24.00
Printing Pressmen No. 354.....	24.00		Culinary Alliance No. 572	752.50
Retail Clerks No. 1532.....	419.50		Electrical Workers No. 591.....	90.00
Typographical No. 577	51.30		Hod Carriers and Common	
SAUGUS			Laborers No. 73	450.00
Glass Bottle Blowers No. 69.....	121.00		Locomotive Firemen and	
SEAL BEACH			Enginemen No. 794	29.55
Chemical Workers No. 225	24.00		Machinists No. 364	419.95
SELMA			Motion Picture Projectionists	
Carpenters and Joiners			No. 428	18.00
No. 1004	100.80		Motor Coach Operators	
SHERMAN OAKS			No. 276	37.50
Hotel, Motel, Restaurant, and			Municipal Employees No. 102..	123.80
Bartenders No. 694	1,781.70		Musicians No. 189	120.00
SHINGLE SPRINGS			Office Employees No. 26	22.00
United Cement, Lime and			Painters No. 1115	181.40
Gypsum Workers No. 417	23.45		Paper Makers No. 320	208.39
SONOMA			Plasterers No. 222	26.00
California State Employees			Plumbers and Steamfitters	
No. 14	75.00		No. 492	92.80
SONORA			Post Office Clerks No. 320	2.35
Carpenters and Joiners			Retail Clerks No. 197	150.00
No. 2196	81.30		Sheet Metal Workers No. 283....	65.00
			State, County and Municipal	
			Employees No. 1577	25.20
			State Employees No. 513	20.90
			Theatrical Stage Employees	
			No. 90	18.00
			Typographical No. 56	38.85

United Auto Workers No. 792..	60.05	North Coast Counties District	
Utility Workers No. 160	32.30	Council of Carpenters	18.00
SUNNYVALE			
Barbers No. 498	31.60	VALLEJO	
Electrical Workers No. 786.....	219.95	American Federation of Grain	
Theatrical, Stage and Motion		Millers No. 71	76.15
Picture Operators No. 796....	24.00	Asbestos Workers No. 70	24.00
SUN VALLEY			
Rubber Workers No. 621.....	41.70	Barbers No. 335	92.45
SUSANVILLE			
Barbers and Beauticians		Building and Construction	
No. 311	30.00	Trades Council	12.00
Woodworkers No. 370	99.70	Butchers and Meat Cutters	
TAFI			
Barbers No. 869	24.00	No. 532	379.50
Oil, Chemical and Atomic		Carpenters and Joiners	
Workers No. 1-6	229.60	No. 180	484.05
Utility Workers No. 289.....	20.00	Central Labor Council	15.00
TEHACHAPI			
United Cement, Lime and		Culinary Workers and Bar-	
Gypsum Workers No. 52	221.60	tenders No. 560	453.40
United Cement, Lime and		Electrical Workers No. 180.....	120.00
Gypsum Workers No. 291.....	24.00	Hod Carriers and General	
TERMINAL ISLAND			
Cannery Workers of the		Laborers No. 326	385.10
Pacific	2,250.00	Lathers No. 302	24.00
TORRANCE			
Boilermakers No. 718	24.80	Machinists No. 1492	96.00
Chemical Workers No. 138.....	55.00	Mare Island Navy Yards	
Chemical Workers No. 598.....	47.75	Metal Trades Council	12.00
Operative Potters No. 218.....	133.75	Musicians No. 367	70.00
Rubber Workers No. 146.....	32.85	Operating Engineers No. 731 ..	124.10
Steelworkers No. 1414	260.00	Painters No. 376	129.50
Steelworkers No. 2586	24.60	Plasterers and Cement Fin-	
Municipal Employees No. 1117..	97.00	ishers No. 631	37.50
Torrance School Employees		Plumbers No. 343	48.00
No. 1101	79.60	Retail Clerks No. 373	600.00
TRACY			
Carpenters and Joiners		Roofers No. 35	26.00
No. 1698	46.30	Sheet Metal Workers No. 75....	105.00
Sugar Workers No. 181	143.85	Shipwrights, Joiners and	
Locomotive Firemen and		Shipbuilders No. 1068	67.70
Enginemen No. 808	60.00	Teachers No. 827	24.00
TRINIDAD			
Loggers No. 3006	239.95	Technical Engineers No. 8.....	39.20
TUOLUMNE			
Lumber and Sawmill Workers		Theatrical Stage Employees	
No. 2810	46.90	No. 241	30.00
TURLOCK			
Carpenters and Joiners		Typographical No. 389	54.00
No. 1306	60.00	VALLEY SPRINGS	
TUSTIN			
Rubber Workers No. 510	73.50	Lumber and Sawmill Workers	
TWAIN			
Woodworkers No. 398	39.45	No. 2847	48.45
UKIAH			
California State Employees		VAN NUYS	
Association No. 519	28.00	Barbers No. 837	91.40
Central Labor Council	12.00	Carpenters and Joiners	
		No. 1913	1,261.00
		Electrical Workers No. 2051.....	33.00
		Industrial No. 1662	340.00
		Painters No. 1595	365.50
		Post Office Clerks No. 1159....	62.35
		San Fernando Valley Employ-	
		ers' Guild No. 54	30.50
		United Auto Workers No. 645..	1,880.65
		VENTURA	
		Barbers No. 912	15.05
		Building and Construction	
		Trades Council	12.00
		Carpenters and Joiners	
		No. 2463	383.90
		Central Labor Council	12.00
		District Council of Carpenters..	12.00
		Electrical Workers No. 952	150.00

**CALIFORNIA LABOR FEDERATION, AFL-CIO
DETAIL OF DISBURSEMENTS**

For the year ended June 30, 1962

SALARIES — EXECUTIVES:

Pitts, Thos. L., Secretary-Treasurer.....	\$25,008.00
Gruhn, Albin J., President.....	15,000.00
Dias, Manuel, General Vice President.....	12,504.00

\$ 52,512.00

EXPENSES AND ALLOWANCES — — EXECUTIVES:

Pitts, Thos. L., Secretary-Treasurer	\$ 6,667.65
Gruhn, Albin J., President	6,680.25
Dias, Manuel, General Vice President	2,002.11
The Shoreham Hotel	68.45
Fairmont Hotel	40.22
Frank Fat's	32.81
Hotel Senator	164.36
Courtesy Charge Association	5.83
Texaco, Inc.	197.43
Richfield Oil Company	765.51
Paoli's Restaurant, Inc.	51.33
Western Airlines	2,367.80
El Mirador Hotel	34.90
Lafayette Hotel	158.93
Hotel El Dorado	46.53
Pacific Southwest Airlines	21.84
Lee Monty Garage	98.57
Hertz Corporation	259.31
Van Ness Oldsmobile	74.08
Del Webb's Towne House	15.90
Hotel Congressional	171.15
Hotel Americana	463.61
Golden Gate Ave. Garage	290.93
United Air Lines	4,177.37
Cortez Oldsmobile	40.43
AFL-CIO Convention	20.00
Commonwealth Club	21.00
Hotel Del Coronado	425.23
Mark Thomas Inn	12.00
Scripture Oldsmobile	123.94
Hollywood Roosevelt Hotel	172.05

25,671.52

Less, refunds from:

Pitts, Thos. L.	\$ 33.00
Gruhn, Albin J.	1,032.34

1,065.34

24,606.18

**EXPENSES AND ALLOWANCES—
GEOGRAPHICAL VICE PRESIDENTS:**

Osslo, Max J.	\$ 550.40
Callahan, M. R.	568.94
Sidell, William	288.50
Somerset, Pat	499.50
Bassett, W. J.	506.84
Christian, J. J.	288.50
Smith, James L.	325.20
Green, Webb	172.14
O'Hare, Robert J.	291.00

OFFICERS REPORTS TO

Fillippini, Wilbur	515.43
Lackey, H. D.	479.60
Green, C. A.	416.17
Small, Thomas A.	436.00
Weisberger, Morris	200.00
Dougherty, Arthur F.	377.10
Amadio, Chris	401.61
Carman, Newell J.	140.00
Ash, Robert S.	85.00
Jones, Paul L.	315.00
Reed, Howard	422.40
Nelson, Lowell	422.40
Finks, Harry	632.65
Hansen, Harry	553.53
Allen, Hugh	557.40
O'Brien, George E.	103.65

9,548.96

EXPENSES AND ALLOWANCES:

AT LARGE VICE PRESIDENTS:

Stone, DeWitt	\$ 553.00
Shedlock, Edward T.	428.20
Wilson, Herbert	1,015.00
Posner, Jerome	463.20
King, E. A.	699.00
O'Malley, E. P.	523.09
Eubanks, Sam B.	285.49
Conway, G. J.	501.09

4,468.07

GENERAL OFFICE SALARIES:

Bergeron, Margaret	\$ 6,714.40
Boring, David	7,845.39
Giblin, Kathryn	5,713.72
Hines, Charles A., Jr.	6,626.26
Hoss, Richard J.	2,963.90
Keys, Ferne	6,759.80
King, Bert C.	5,318.91
Otto, Walter	6,748.08
Simcich, Walter	8,580.00
Spencer, Margaret	5,965.95
Vial, Donald	10,999.96
Wittman, Mary B.	1,880.22
Moore, Josephine	725.96
Brebis, Lavona	109.81
Doyle, Stella	346.94
King, June	74.25
London, Joan	5,094.45
Pendleton, Nyura	70.73
Price, Thelma	35.36
Prindle, Shirley	3,470.90
Simpkins, Elizabeth	770.60
Marshall, Lucille	51.00
Hanson, Margaret	170.06
Buck, Vivian	27.83
Dhillon, Kartar	20.23
Green, Marion	17.00
Huss, Pamela	136.04
Millard, Rozanne	61.96
Neal, Belinda	17.70
Nevill, Mary	12.71

Vurek, Douglas M.	68.00
Alverson, Madeline	276.94
Moran, Myrtle I.	507.00
Sullivan, Florence L.	126.44
Butler, Margaret M.	40.56
O'Larte, Madilyn	17.68
Welch, Ellen L.	101.40
Vurek, Edward	374.68
Duarte, Edward S.	36.53
Garrett, Cathy M.	36.92

88,916.27

ORGANIZING EXPENSES:

Hyans, Curtis J.:	
Salary	\$ 6,890.00
Expenses and allowances	3,214.98
Richfield Oil Company	238.75
Texaco, Inc.	79.51

10,423.24

CONFERENCE EXPENSES:

Vial, Donald	\$ 984.94
Keys, Ferne	170.00
Simcich, Walter	381.04
Otto, Walter	170.00
Western Airlines	189.31
Commonwealth Club	21.00
Del Webb's Towne House	193.26
Bergeron, Margaret	17.00
United Air Lines	477.40
Hotel Del Coronado	16.74
Petty cash — miscellaneous purchases	10.00
Hoss, Richard	80.15
Hollywood Roosevelt Hotel	112.84
Moving Picture Machine Operators Union, Local 169	14.25

2,837.93

LEGISLATIVE EXPENSES:

Finks, Harry:	
Salary	\$ 2,100.00
Expenses and allowances	373.38
Senator Hotel	210.71
A. B. Dick Products Co.	8.44
El Mirador Hotel	16.44
Bedell's Restaurant	94.04
Sacramento Labor Council	14.45
Hotel El Dorado	88.56
Western Union Telegraph Co.	23.85
Martyr and Shine	3.83
Petty Cash — Sacramento disbursements:	
Finks, Harry	95.00
Postmaster	162.00
Miscellaneous purchases	27.80
Sal Veder Photo	215.00
Pacific Telephone and Telegraph Co.	114.68

3,548.18

LABOR PRESS CONFERENCE:

Del Webb's Towne House	419.32
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LABOR EDUCATION CONFERENCES:

Harry McCune Sound Service	\$ 46.78
King's Services	129.32
Garrett Press	147.27
Statler Hilton Hotel	1,883.04
Del Webb's Towne House	1,550.96
Shirley D. Howell	49.50

3,806.87

CONTRIBUTIONS:

Apostleship of the Sea	\$ 35.00
Union Label Section Orphans' Christmas Party	100.00
Israel Histadrut	100.00
Laborites Club, Inc.	10.00
United Negro College Fund, Inc.	100.00
Letter Carriers Mutual Aid Association	7.50
City of Hope	500.00
California Committee for Fair Practices	250.00
Jimmie Hicks Dinner Committee	125.00
W. I. A. Stamp Committee	5.00
Nevada State AFL-CIO	100.00
Northern California Democratic Luncheon Committee	4.00
Mercy Bowl Football classic	60.00
Association of California Consumers	500.00
Mental Health Awards Banquet	50.00
M. F. Dames, Secretary, Dinner Committee	40.00
Agricultural Workers Organizing Committee	380.00
Timothy H. Ingram — Essay Winner	488.19
John F. Fixa, Postmaster (Medical Care for the Aged — Stamped Envelopes)	600.00
Children's Asthma Research	45.00
International Chemical Workers Union, Local 40	500.00

3,999.69

LEGAL EXPENSES:

Charles P. Scully:

Retainer	\$ 6,000.00
Services rendered and costs advanced	9,288.89

15,288.89

INSURANCE:

Office Employees' Insurance Trust Fund	\$ 3,391.38
N. Cronin & Co.	2,237.66
State Compensation Insurance Co.	200.00
Maloney and Maritzen	150.00
Office Employees' International Union, Local 29 Trust Fund	51.84

6,030.88

AUTOMOBILE EXPENSES:

Texaco, Inc.	\$ 191.90
Lee Monty Garage	124.25
Standard Oil Company	205.15
Richfield Oil Company	237.30
Cadillac Motor Car Division	475.39
Golden Gate Ave. Garage	298.35

1,532.34

PURCHASE OF AUTOMOBILE:

Cadillac Motor Car Division (1962 Cadillac)	\$ 8,596.63
Less, trade-in (1960 Cadillac)	4,800.00

3,796.63

LIBRARY EXPENSES:

AFL-CIO Publications Department	\$ 121.00
Commerce Clearing House	592.54
Congressional Quarterly	120.00
International Labor Press Association	25.00
Sacramento Newsletter	25.00
Sacramento Bee	41.27
West Publishing Company	232.70
Treasurer, State of California	13.75
Bancroft-Whitney Co.	474.76
Detroit Public Schools	10.50
San Francisco Examiner	33.00
World Affairs Council of Northern California	25.00
California Association of Secondary School Administrators	26.00
Wall Street Journal	48.00
Miscellaneous purchases	24.50
Bureau of National Affairs	616.00
National Planning Association	10.00
Industrial and Labor Relations Review	6.00
Regents, University of California	8.00
Economic Statistics Bureau	12.00
East Bay Labor Journal	2.00
Community Publishers	4.50
Superintendent of Documents	78.50
National Housing Conference	25.00
Consumer Reports	6.00
Twentieth Century Fund	7.74
John Herling's Labor Letter, Inc.	24.00
Western Shipbuilding Association	50.00
California Taxpayers Association	10.00
U. S. Chamber of Commerce	2.00
International Labor Review	7.50
Congressional Digest	24.00
State Printing Division	6.50
Charles P. Scully — reimbursement	150.00

2,862.76

SCHOLARSHIPS:

Board of Regents, Yale University — Michael W. Baugh	\$ 500.00
Board of Regents, Reed College — Alan Baron	500.00
Board of Regents, Claremont Men's College — Walter C. Ficklin, III	500.00
Board of Regents, Pomona College — William A. Soldwisch	500.00
	<u>2,000.00</u>

Less, reimbursements from:

Los Angeles Building and Construction	
Trades Council	\$500.00
Brotherhood of Railroad Trainmen	500.00
	<u>1,000.00</u>

1,000.00

MAINTENANCE:

Addressing Machine Sales Company	\$ 296.31
I. B. M. Corporation	356.91
Addressograph-Multigraph Corp.	73.64

OFFICERS REPORTS TO

Pitney-Bowes, Inc.	389.45	
Audograph, Inc.	121.00	
A. B. Dick Company	9.58	
General Office Equipment Company	108.02	
H. S. Crocker	45.03	
Ward Harris & Co.	56.00	
Milo Harding Company	76.71	
Bell Typewriter Co.	210.06	
Victor Adding Machine Co.	23.50	
Frank E. Wilber Co.	10.40	
		1,776.61
NEWSLETTERS:		
Garrett Press	\$14,973.39	
The Journal	54.38	
		15,027.77
OFFICE RENTS:		
Coldwell, Banker & Company — San Francisco	\$15,600.00	
Hollingsworth Corporation — Los Angeles	1,140.00	
		16,740.00
PRINTING:		
Garrett Press	\$ 7,382.21	
James H. Barry Co.	160.68	
Roger Neiss	20.24	
		7,563.13
ACCOUNTING FEES:		
Lybrand, Ross Bros. & Montgomery		2,785.00
RETIREMENT PLAN CONTRIBUTION:		
Occidental Life Insurance Co.		30,000.00
INVESTMENT EXPENDITURE:		
Portland Reporter Publishing Company, Inc. — 100 shares stock at \$10.00 par value		1,000.00
FURNITURE AND FIXTURES:		
Morgan & Barclay Co., Inc.	\$ 2,029.51	
I.B.M. Corporation	3,187.59	
		5,217.10
SERVICES:		
Magnetic Springs Water Company	\$ 48.27	
Bekins Van and Storage Co.	94.76	
Dorlene Telephone Answering Service	185.60	
Galland Linen Service	142.60	
Alhambra National Water Co., Inc.	52.00	
		523.23
STATIONERY AND SUPPLIES:		
Garrett Press	\$ 1,373.11	
Remington Rand Systems	27.38	
I.B.M. Corporation	222.21	
Kielty & Dayton	389.27	
Morgan & Barclay Co., Inc.	255.57	
James H. Barry Co.	1,583.40	
Burroughs Corp.	5.36	
Milo Harding	154.70	
Photostat Corporation	184.89	
Blake, Moffitt & Towne	1,231.35	
Thermo-Fax Corp.	111.36	
Pitney-Bowes, Inc.	8.11	
Miscellaneous purchases	4.58	

H. S. Crocker	166.87
K. and D. Press, Inc.	3.12
Kee Lox Manufacturing Co.	59.14
C. Todd Hecker Services	286.42
Audograph Co.	37.99
Schwabacher-Frey Co.	24.23
Wobber Brothers	6.86

6,135.92

TAXES:

Internal Revenue Service	\$ 3,118.07
California Department of Employment	2,403.47
R. L. Wolden, Assessor, San Francisco	207.09
H. J. Ostley, Tax Collector, Los Angeles	16.04

5,744.67

TELEPHONE AND TELEGRAPH:

Pacific Telephone and Telegraph Co.	\$ 8,822.63
Western Union Telegraph Co.	1,686.42

10,509.05

POSTAGE AND MAILINGS:

John F. Fixa, Postmaster	\$ 8,160.00
Petty cash — stamps and postage	140.54
Pitney-Bowes, Inc.	32.46
Garrett Press	87.60
The Journal	70.57

8,491.17

GENERAL EXPENSES:

Harry McCune Sound Service	\$ 100.75
Republic Van and Storage Co., Inc.	54.00
Farmer Bros.	124.80
General Office Equipment Company	4.16
Petty cash — miscellaneous purchases and expenses	446.83
Kings Photo Services	36.20
Benedette's Flowers	145.20
E. Morasci	16.00
Sparkie's	14.19
Stuart-Sauter Co.	69.78
Rand-McNally & Co.	16.61
Burns the Florist	15.60
American Association for the United Nations	40.00
Coldwell, Banker & Co.	94.60
Railway Express Agency	24.26
Garrett Press	111.20
Skinner, Hirsch & Kaye	7.50
AFL-CIO	20.00
Morning Glory Caterers	23.50
Cash — Christmas gratuities	390.00
Henning Tribute Committee	17.50
Empire Manufacturing Co.	135.00
I.B.M. Corporation	26.00
Bekins Van and Storage Co.	35.00
Dohrmann Hotel Supply Company	37.39
Adcraft Sign Co.	15.96
Friedberg-Grunauer Co., Inc.	19.85
R. Hoss	14.16

2,056.04

TOTAL CASH DISBURSEMENTS \$349,167.90

Tabulation of Votes

Election held Thursday, August 23, 1962,
for Vice Presidents at Large, Offices D and G.

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
ANAHEIM				
Carpenters No. 2203				
Leonard Adams	—	2278	—	2278
ARCATA				
Lumber & Sawmill Wkrs. No. 2808				
Cullen Barnett	—	499	—	499
BAKERSFIELD				
Bldg. & Const. Trades Council				
H. D. Lackey	—	1	—	1
Hod Carriers and Com. Laborers No. 220				
Manuel Padilla	—	311	—	311
Edgar A. Watkins	—	311	—	311
Painters No. 314				
C. L. McBride	—	300	—	300
BARSTOW				
Local Fed. Council Railway Empls.				
L. W. Jackson	—	1	—	1
Machinists No. 706				
Louis W. Jackson	—	265	—	265
Railroad Trainmen No. 1017				
Don H. Sheets	—	69	—	69
BELL				
Steelworkers No. 2018				
James H. Reed	—	3691	—	3691
Steelworkers No. 3941				
G. J. Conway	—	204	—	204
United Auto Wkrs. No. 230				
Sim Huff	1452	—	1452	—
BERKELEY				
Painters No. 40				
Gene Slater	178	—	178	—
Teachers No. 1078				
Donald K. Henry	—	24	24	—
BORON				
Chemical Wkrs. No. 85				
Andy Bonds	282	—	282	—
BURBANK				
Federated Fire Fighters				
Kenneth D. Severit	—	1	—	1
Charles Inglett	—	1	—	1
Fire Fighters No. 778				
Ronald Wagner	—	72	—	72
Railroad Trainmen No. 385				
J. E. Howe	645	—	645	—

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
CHICO				
Lathers No. 156				
Rex B. Pritchard	—	45	—	45
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Plumbers & Steamfitters No. 607				
James R. Ryan	103	—	—	103
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COMPTON				
Carpenters & Joiners No. 1437				
Wm. M. Young	—	1081	—	1081
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CONCORD				
Machinists No. 1173				
Felix J. Dumond	—	552	552	—
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CORONA				
Glass Bottle Blowers No. 192				
John B. Guzzi	43	—	—	43
Donald L. Jenkins	43	—	43	—
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COVINA				
Railroad Trainmen No. 390				
D. F. Fugit	708	—	708	—
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CROCKETT				
Sugar Wkrs. No. 1				
L. W. Box	—	589	589	—
G. A. Paoli	—	589	589	—
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DOWNEY				
Rubber Wkrs. No. 451				
Frank Romero	217	—	—	217
Albert H. Brown	—	217	—	217
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EL MONTE				
Carpenters & Joiners No. 1507				
Albert Cocker	—	1019	—	1019
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Hod Carriers & Gen'l Laborers No. 1082				
Art Pieretti	4	—	—	4
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Painters No. 254				
Arthur L. Arbaugh	—	563	—	563
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EL SEGUNDO				
Oil, Chemical & Atomic Wkrs. No. 547				
Gordon Lewis	—	406	—	406
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EMERYVILLE				
Steelworkers No. 1304				
Ernest C. Perry	—	386	—	386
Frank E. White	385	—	385	—
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EUREKA				
Butchers No. 445				
Edwin F. Michelsen	—	162	—	162
<hr/>				
Central Labor Council of Humboldt Co.				
Albin J. Gruhn	—	1	—	1
Geo. O. Faville	—	1	1	—
<hr/>				
Cooks and Waiters No. 220				
Ruby Van Ornum	—	390	—	390
<hr/>				
Hod Carriers No. 181				
Albin J. Gruhn	—	321	—	321
<hr/>				
Hospital & Institutional Wkrs. No. 327				
George Faville	—	60	60	—

TABULATION OF VOTES

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Lumber and Sawmill Wkrs. No. 2592				
Cassius Nobel	—	666	—	666
Lumber and Sawmill Wkrs. No. 3019				
Calvin J. Barnett	—	37	—	37
David L. Hartman	—	36	—	36
Machinists No. 540				
Harry W. Hansen	—	185	—	185
FRESNO				
Bakers No. 43				
Bill O'Rear	—	400	—	400
Central Labor Council				
Bill O'Rear	—	1	—	1
Fire Fighters No. 753				
Herbert G. Bell	—	122	—	122
Ironworkers No. 155				
H. D. Lackey	—	200	—	200
Plumbers and Steamfitters No. 246				
Martin L. Sondergaard	—	446	—	446
Railroad Trainmen No. 871				
P. J. Matthews	141	—	141	—
GARDENA				
Steelworkers No. 2273				
Allen Young	—	53	—	53
Wm. Mershon	—	53	—	53
GLENDALE				
Painters No. 713				
Willard L. Sward	—	301	—	301
Leonard H. Small	—	301	—	301
Plumbers No. 761				
Fred E. Weeks	973	—	973	—
HAWTHORNE				
Stove Mounters No. 123B				
Al Mendoza	—	115	—	115
HAYWARD				
Carpenters No. 1622				
Robert L. Queen	413	—	413	—
L. D. Twist	—	413	413	—
Marius Waldal	—	412	412	—
Leslie L. Williams	—	412	412	—
Culinary Wkrs. & Bartenders No. 823				
Leroy V. Woods	—	2474	—	2474
Painters and Decorators No. 1178				
R. H. Fitzgerald	514	—	—	514
HOLLYWOOD				
Actors' Equity Assn.				
Edd X. Russell	—	235	—	235
Affiliated Property Craftsmen No. 44				
Cappy DuVal	—	667	—	667
Frank O'Connor	—	667	—	667
John Otto	—	666	—	666
Carpenters and Joiners No. 1052				
Patrick A. Hogan	—	470	—	470
George Zack	—	470	—	470
Craig M. Phillips	—	470	—	470

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Film Technicians No. 683				
Donald P. Haggerty	—	2455	—	2455
Hollywood Film Council				
George J. Flaherty	—	2	—	2
Hollywood Painters No. 5				
N. C. Neall	683	—	—	683
M.P. Crafts Service No. 727				
Albert K. Erickson	—	162	—	162
M. P. Photographers No. 659				
Herbert Aller	300	—	—	300
M. P. Screen Cartoonists No. 839				
Lawrence L. Kilty	—	605	—	605
M. P. Set Painters No. 729				
R. W. Peckham	265	—	265	—
M. P. Studio Cinetechnicians No. 789				
Paul E. O'Bryant	191	—	—	191
Percival F. Marston	—	191	—	191
M. P. Studio Electrical Tech. No. 728				
A. T. Dennison	—	500	500	—
M. P. Studio Projectionists No. 165				
Leo S. Moore	—	914	—	914
Office Employees No. 174				
Max J. Krug	—	914	—	914
Railroad Trainmen No. 448				
Don H. Sheets	—	718	—	718
Screen Actors Guild				
Pat Somerset	—	5000	—	5000
Screen Extras Guild				
Kenner Kemp	—	3000	—	3000
Studio Grips No. 80				
John C. Riemer	140	—	140	—
Studio Utility Employees No. 724				
N. D. Jarrard	—	796	—	796
United Auto Wkrs. No. 179				
Earl Hovate	—	534	—	534
HUNTINGTON BEACH				
Rubber Wkrs. No. 393				
Walter L. Cooper	728	—	728	—
HUNTINGTON PARK				
Butchers No. 563				
Frank Verdugo	322	—	322	—
Calif. Fed. of P.O. Clerks				
Troy Brimhall	1	—	1	—
Don Asbill	—	1	—	1
Glass Bottle Blowers No. 114				
James M. Wilder	200	—	—	200
Glass Bottle Blowers No. 137				
Thomas Self	—	1151	—	1151
INGLEWOOD				
Painters No. 1346				
Robert L. Heller	—	527	—	527
KLAMATH				
Lumber & Sawmill Wkrs. No. 2505				
Harold A. Wiess	—	409	409	—

TABULATION OF VOTES

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
LAWNDALE				
Glass Bottle Blowers No. 19				
Florence Rowley	—	1	—	1
Elizabeth Bakus	—	158	—	158
LIVERMORE				
Machinists No. 1577				
William Stadnisky	—	103	103	—
LONG BEACH				
Bartenders No. 686				
M. R. Callahan	—	1152	—	1152
Bricklayers No. 13				
Jess Mounce	—	125	—	125
Ed Wilcox	—	125	—	125
Bldg. & Const. Trades Council				
Wayne J. Hull	—	1	—	1
Carpenters and Joiners No. 710				
W. A. Reese	—	290	—	290
B. B. Belknap	—	289	—	289
Cement Finishers No. 791				
N. G. Breistig	116	—	—	116
Chemical Wkrs. No. 255				
Wesley Hall	—	197	—	197
City Employees No. 112				
Buel Potter	76	—	76	—
L. N. Baskins	76	—	76	—
Communications Wkrs. No. 9571				
J. R. Kirkpatrick	—	322	—	322
George Buck	—	321	—	321
Chris Portway	321	—	—	321
Culinary Alliance No. 681				
James T. Stevens	—	5300	—	5300
Hod Carriers & Com. Laborers No. 507				
Donald E. Graves	—	833	—	833
Lloyd McGinnis	—	416	—	416
James A. Knight	—	416	—	416
Jt. Exec. Bd. of Culinary Wkrs.				
Thos. L. Pitts	—	1	—	1
Oil, Chemical & Atomic Wkrs. No. 128				
E. M. Cantley	—	890	—	890
E. P. O'Malley	—	890	—	890
E. C. Vaughan	—	890	—	890
Al Chandler	—	890	—	890
Ed Duffy	—	890	—	890
Harlan Savage	890	—	—	890
Painters No. 256				
James H. Blackburn	—	681	—	681
Plasterers & Cement Finishers No. 343				
Wayne J. Hull	—	229	—	229
Railroad Trainmen No. 406				
P. J. Matthews	707	—	707	—
Retail Clerks No. 324				
Morgan Whitaker	—	420	—	420
Sheet Metal Wkrs. No. 420				
Kenneth Cooper	—	550	—	550

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
State Council of Culinary Wkrs., Bartenders & Hotel Service Wkrs.				
M. R. Callahan	—	1	—	1
Steelworkers No. 5038				
Fred P. Kimes	99	—	—	99
Teachers No. 1263				
Donald F. Utter	19	—	—	19
United Auto Wkrs. No. 148				
Clarence L. Gumbs	—	4415	—	4415
Utility Wkrs. No. 246				
Carl L. Rush	—	216	—	216
William G. Flaherty	—	215	—	215
LOS ANGELES				
Advertising & Public Relations Employees No. 518				
Sherwood Barkdull	10	—	—	10
American Guild Variety Artists				
James L. Kelly	—	215	—	215
Barbers No. 295				
Q. H. Carter	—	601	—	601
Bartenders No. 284				
Herman Leavitt	—	931	—	931
Beauticians No. 295-A				
Fannie Markley	—	40	—	40
Bill Posters No. 32				
C. J. Hyans	—	108	—	108
Boilermakers No. 92				
Frank Pierce	—	800	—	800
Bookbinders No. 63				
Gino Petrella	—	300	—	300
Brick & Clay Wkrs. No. 661				
Ralph Mercier	—	37	—	37
Bldg. & Service Employees No. 193				
Harold L. Kerr	50	—	50	—
Cabinet Makers & Millmen No. 721				
Ralph H. Gardner	—	1163	—	1163
Calif. State Assn. of Barbers & Beauticians				
Alvin L. Holt	—	1	—	1
Calif. State Assn. of Electrical Wkrs.				
Charles W. Walker	—	1	—	1
Carpenters No. 1497				
Frank Reinhardt	—	1446	—	1446
Carpet, Lino. & Soft Tile Wkrs. No. 1247				
Ray Maley	—	1013	—	1013
Joe Amass	—	1013	—	1013
Cleaners, Dyers & Pressers No. 268				
David Daly	—	400	—	400
Cloak Makers No. 58				
Max Mont	—	299	—	299
Gilda Platow	—	299	—	299
Clothing Wkrs. No. 55-D				
Leonard Levy	—	167	—	167
Claude Cox	—	166	—	166

TABULATION OF VOTES

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Clothing Wkrs. No. 278				
John Shaver	—	1300	—	1300
Clothing Wkrs. No. 372				
Richard Dumonte	—	225	—	225
Clothing Wkrs. No. 408				
Kate Brooks	—	375	—	375
Cooks No. 468				
John H. Neiger	—	2500	—	2500
Council of Fed. Municipal Crafts				
B. A. Mitchell	—	1	—	1
Dining Car Employees No. 582				
Wm. E. Pollard	—	283	—	283
Dist. Council Brick & Clay Wkrs. No. 11				
Joel De La Roi	—	1	—	1
Dist. Council of Carpenters				
William Sidell	—	1	—	1
Dist. Council of Chemical Wkrs. No. 5				
John Gernak	—	1	—	1
Dist. Council of Painters No. 36				
Julius Bence	1	—	—	1
Electrical Wkrs. No. 11				
Curtis H. Sampson	—	5000	—	5000
Electrical Wkrs. No. 18				
Louis B. Hoffman	600	—	—	600
Fire Fighters No. 1014				
Kenneth D. Larson	—	320	—	320
Scott E. Franklin	—	320	—	320
Alfred Whitehead	1	—	1	—
Fur Workers No. 87-F				
Lew Goldstein	—	220	—	220
Glass Bottle Blowers No. 29				
Frank Carter	—	279	—	279
Hod Carriers & Com. Laborers No. 300				
Edmund Bradley	5000	—	5000	—
Ladies Garment Wkrs. No. 55				
Sophie Bogrow	—	1093	—	1093
Ladies Garment Wkrs. No. 96				
Samuel Otto	—	333	—	333
Ladies Garment Wkrs. No. 97				
Sam Millman	—	248	—	248
Ladies Garment Wkrs. No. 482				
Max Wolf	—	216	—	216
Ladies Garment Wkrs. No. 483				
Edith Capalto	—	75	—	75
Ladies Garment Wkrs. No. 496				
Sigmund Arywitz	—	166	—	166
Ladies Garment Wkrs. No. 512				
Louise Clark	100	—	—	—
Lathers No. 42-A				
John J. Stein	—	791	—	791
L.A. Allied Printing Trades Council				
Robert B. White	1	—	—	1

TABULATION OF VOTES

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	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
L.A. Bldg. & Const. Trades Council				
Ralph A. McMullen	—	1	—	1
Joseph Christian	—	1	—	1
L.A. County Empls. No. 434				
Arthur E. Green	61	—	61	—
Alfred Charlton	—	—	61	—
L.A. County Fed. of Labor				
Thelma Thomas	—	1	—	1
Machinists No. 311				
Carl J. Best	—	1710	—	1710
William E. Burk	—	1710	—	1710
Mailers No. 9				
W. J. Bassett	—	437	—	437
Meat Cutters No. 421				
Glenn Gilbreath	—	833	—	833
Herchell L. Moore	—	833	—	833
Musicians No. 47				
Bob Elliott	—	1200	—	1200
National Maritime Union				
James L. McKinley	—	500	—	500
Nat'l Postal Transport Assn.				
Herbert G. Kehr	40	—	—	40
Newspaper Guild No. 69				
Justin F. McCarthy	—	1151	—	1151
Newspaper Pressmen No. 18				
Sydney Langendorf	—	190	—	190
Office Employees No. 30				
Don Camp	—	1133	—	1133
Offset Wkrs. Printing Pressmen & Assistants No. 78				
William Burns	—	275	—	275
Avery Phillips	275	—	—	275
Operating Engineers No. 12				
J. J. Twombly	—	10,202	—	10,202
Painters No. 434				
William R. Van Huss	—	212	—	212
Photo Engravers No. 32				
Peter J. Rimmel	—	602	—	602
Provision House Wkrs. No. 274				
Joseph A. Spitzer	—	1500	—	1500
Robert Cook	—	1500	—	1500
Public Service Carpenters No. 2231				
Chas. F. Boling	32	—	32	—
Railroad Trainmen No. 74				
P. J. Matthews	328	—	328	—
Railroad Trainmen No. 78				
D. F. Fugit	355	—	355	—
Railroad Trainmen No. 367				
J. E. Howe	82	—	82	—
Railroad Trainmen No. 465				
J. E. Howe	465	—	465	—
Railroad Trainmen No. 912				
Don H. Sheets	—	403	—	403
Rubber Wkrs. No. 43				
Laurence D. McCarty	650	—	—	650

TABULATION OF VOTES

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Rubber Wks. No. 44				
H. H. Wilson	—	329	—	329
Edith Jenkins	—	328	—	328
T. C. Gutierrez	—	328	—	328
Rubber Wks. No. 131				
Walter L. Cooper	1330	—	1330	—
Rubber Wks. No. 141				
Robert K. Holsinger	230	—	230	—
Rubber Wks. No. 458				
Hugh McKay	—	307	—	307
Albert Teglas	—	614	—	614
Edward Carter	—	306	—	306
Sheet Metal Wks. No. 108				
Clyde D. Ringwood	—	3890	—	3890
Sign & Pictorial Painters No. 831				
Joseph E. Dunphy	—	108	—	108
So. Calif. Council of Laborers				
W. Loyd Leiby	—	1	—	1
So. Calif. Jt. Board Amalgamated Clothing Wks.				
Jerome Posner	—	2	—	2
Sportswear & Cotton Garment Wks. No. 266				
John Ulene	—	666	—	666
State Employees No. 361				
I. S. Rosenberg	—	43	—	43
Stationary Operating Engineers No. 501				
Coy Black	—	850	—	850
Street, Elec. Rwy. & M.C. Empls. No. 1277				
Homer Porcher	—	334	—	334
James Crossett	—	333	—	333
Harold V. Sweeney	—	333	—	333
Typographical No. 174				
Charles L. Brown	—	1937	—	1937
United Auto Wks. No. 887				
E. J. Franklin	—	2044	—	2044
Waitresses No. 639				
Mae Stoneman	—	4610	—	4610
MARTINEZ				
Bldg. & Const. Trades Council				
Howard Reed	—	1	—	1
Central Labor Council of Contra Costa Co.				
Hugh Caudel	—	—	1	—
Carpenters & Joiners No. 2046				
Deano C. Cerri	—	—	1748	—
Contra Costa County Empls. No. 1675				
Marty Martinez	—	970	970	—
Electrical Wks. No. 302				
E. F. Stark	—	514	—	256
K. O. Cordy	—	256	—	256
Oil, Chemical & Atomic Wks. No. 5				
George D. Kelty	2220	—	2220	—
Painters No. 741				
Manuel J. Cabral	150	—	150	—
MARYSVILLE				
Central Labor Council				
C. R. Van Winkle	—	1	—	—

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
MAYWOOD				
Steelworkers No. 1981				
John Mogk	—	975	—	975
United Auto Wkrs. No. 509				
DeWitt Stone	—	1032	—	1032
United Auto Wkrs. No. 808				
Wm. L. Wilson	—	680	—	680
MENLO PARK				
Utility Wkrs. No. 160-C				
Edward T. Shedlock	—	63	—	63
MILPITAS				
United Auto Wkrs. No. 560				
George Syla	2006	—	2006	—
MODESTO				
Central Labor Council				
C. Al Green	—	1	—	1
Chemical Wkrs. No. 190				
John A. Thomas	150	—	150	—
Plasterers No. 429				
C. Al Green	—	78	78	—
MONTEREY				
Hod Carriers & Common Laborers No. 690				
George E. Jenkins	—	211	—	211
Hansel Johnson	—	211	—	211
NAPA				
Hod Carriers & Gen. Laborers No. 371				
Jessie O. Payne	—	167	—	167
Frank Ullman	—	167	—	167
NORWALK				
State, County & Municipal Empls. No. 1492				
Claudia McLeod	—	19	19	—
George W. Conner	—	19	—	19
OAKLAND				
Alameda Co. School Empls. No. 257				
Harold Benner	230	—	230	—
Allied Printing Trades Council				
John W. Austin	—	1	—	1
Auto & Ship Painters No. 1176				
Fred J. Campbell	—	396	—	396
Automotive Machinists No. 1546				
E. H. Vernon	—	4561	—	4561
Barbers No. 134				
I. O. Chamorro	—	250	—	250
Bartenders No. 52				
James F. Murphy	—	313	—	313
Steve Revilak	—	313	—	313
John F. Quinn	—	312	—	312
Joseph J. Canale	—	312	—	312
Bldg. & Const. Trades Council of Alameda Co.				
J. L. Childers	—	1	—	1
Butchers No. 120				
Edgar Allen Coe	—	1125	—	1125
Calif. Legislative & Co-Ordinating Council				
Rudy Benincasa	—	1	—	1

TABULATION OF VOTES

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Carpenters & Joiners No. 36				
Gunnar Benonys	—	864	—	864
James Brooks	—	864	—	864
Central Labor Council				
Robert S. Ash	—	1	—	1
Clerks & Lumber Handlers No. 939				
Joseph M. Souza	—	75	—	75
Const. & Gen. Laborers No. 304				
Paul L. Jones	—	3000	—	3000
Cooks No. 228				
Pat Sander	—	2167	—	2167
Culinary Alliance No. 31				
Edrie E. Wright	—	3569	—	3569
Dining Car Cooks & Waiters No. 456				
T. W. Anderson	220	—	—	220
Dist. Council of Chemical Wkrs. No. 2				
J. A. Thomas	—	1	1	—
Dist. Council of Painters No. 16				
Robert Kerr	—	1	—	1
Dist. Lodge of Machinists No. 115				
M. E. Thompson	—	1	—	1
Electrical Wkrs. No. 1245				
James E. Gibbs	10,000	—	10,000	—
Fire Fighters No. 55				
H. J. Abbott	—	360	—	360
Ralph M. Anthony, Jr.	—	360	—	360
Gardeners, Florists & Nurserymen No. 1206				
I. Ray Darton	—	85	—	85
Glass Bottle Blowers No. 141				
Elaine Alameida	—	600	600	—
Glass Bottle Blowers No. 155				
Raymond Francis	—	150	—	150
George Stack	150	—	150	—
Hod Carriers No. 166				
Wm. Evans	—	313	—	313
Laundry Wkrs. No. 2				
Millie Castelluccio	—	358	—	358
Robert Luster	—	358	—	358
Iva Vance	—	357	—	357
Machinists No. 284				
Edward J. Logue	—	2000	—	2000
M.P. Projectionists No. 169				
Ralph P. Thiers	—	101	—	101
No. Calif. Typographical Conf.				
John W. Austin	—	1	—	1
D. C. Lengling	—	1	—	1
Office Employees No. 29				
Ann Hollingsworth	—	2200	2200	—
Painters No. 127				
Lawrence Kessell	—	272	—	272
Paint Makers No. 1101				
Pete Ceremello	—	292	—	292
Carl Lawler	—	291	—	291

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Plumbers & Gas Fitters No. 444				
Ben H. Beynon	—	—	900	—
Sheet Metal Wkrs. No. 216				
T. R. Treadway, Jr.	—	500	—	—
Shipyard & Marine Shop Laborers No. 886				
Harold T. Lumsden	550	—	550	—
Steamfitters & Helpers No. 342				
John A. Matheis	—	—	1275	—
Steelworkers No. 3702				
Lew Blix	—	36	—	36
Street Carmen No. 192				
Fred V. Stambaugh	—	1000	—	1000
Typographical No. 36				
John W. Austin	—	322	—	322
T. F. Trautner	—	322	—	322
United Auto Wkrs. No. 76				
Manuel Dias	—	375	—	375
OROVILLE				
Bartenders & Culinary Wkrs. No. 654				
Joseph J. Gleason	—	696	—	696
Central Labor Council of Butte and Glenn Cos.				
Virginia L. Davis	—	1	—	1
PALO ALTO				
Barbers No. 914				
Frank E. Erney	—	82	—	82
Carpenters & Joiners No. 668				
James E. Powers	274	—	274	—
Henry Kolbaba	—	273	—	273
PASADENA				
Hotel, Restaurant Empls. No. 531				
Hilton Porter	—	2472	—	2472
Railroad Trainmen No. 1003				
D. F. Fugit	107	—	107	—
PATTON				
Calif. State Hosp. Empls. No. 128				
Sam Hunegs	39	—	39	—
PETALUMA				
Bartenders & Culinary Wkrs. No. 271				
Earl P. Byars	—	140	—	140
PICO RIVERA				
United Auto Wkrs. No. 923				
Joseph F. Siko	1819	—	—	1819
PITTSBURG				
Bartenders & Culinary Wkrs. No. 822				
Chuck Alleman	—	386	—	386
Vincent Licari	—	385	—	385
Steelworkers No. 1440				
Joe Angelo	—	1079	—	1079
Anthony Cannata	—	1079	1079	—
POMONA				
Glass Bottle Blowers No. 34				
Carl Legler	—	213	—	213
Hod Carriers No. 806				
Pete Garcia	300	—	—	300
Jerry Chillog	300	—	—	300

TABULATION OF VOTES

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Pacific State Hospital No. 1515				
E. R. Dalton	355	—	355	—
Painters & Decorators No. 979				
H. C. Evetts	—	457	—	457
REDDING				
Central Labor Council, Five Counties				
Clarice Rabe	—	1	—	1
Culinary, Bartenders No. 470				
Clarice Rabe	—	970	—	970
Lumber & Sawmill Wkrs. No. 2608				
Hugh E. Allen	—	1116	—	1116
REDONDO BEACH				
Carpenters & Joiners No. 1478				
Jon Swall	—	300	—	300
Clarence Earl Freeman	—	300	—	300
Abraham T. Avoian	—	300	—	300
REDWOOD CITY				
Electrical Wkrs. No. 1969				
Franklin Stafford	—	—	125	—
United Auto Wkrs. No. 109				
Pearl Nolan	86	—	—	86
Frank Perez	86	—	—	86
RESEDA				
Carpenters & Joiners No. 844				
Robert L. Hanna	—	1597	—	1597
RICHMOND				
Bartenders & Culinary Wkrs. No. 595				
Katherine Ginsburg	—	1924	—	1924
Boilermakers No. 513				
Ernest M. King	325	—	325	—
Machinists No. 824				
Terry D. Downey	—	1500	1500	—
M.P. Projectionists No. 560				
Hugh Caudel	—	—	40	—
Painters No. 560				
Henry E. Mehl	—	153	153	—
Wallace C. Rood	—	152	152	—
Public Empls. of Contra Costa Co. No. 302				
Cliff Chaney	329	—	329	—
Retail Clerks No. 1179				
Jack Luther	—	1000	—	1000
Keith Compton	1000	—	1000	—
Steelworkers No. 4113				
Wm. F. Stumpf	—	84	—	84
RIVERA				
Packinghouse Wkrs. No. 67				
Cornelius Carter	230	—	230	—
RIVERSIDE				
Carpenters & Joiners No. 235				
John H. Allen	—	321	—	321
Guy B. Marquand	—	320	—	320
Hod Carriers & Gen. Laborers No. 1184				
James L. Smith	—	1106	—	1106

SACRAMENTO	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Bartenders No. 600				
Thomas Peterson	—	364	—	364
Calif. State Fed. of Teachers				
Ralph Schloming	1	—	—	1
Ruth Conrod	1	—	—	1
Carpenters & Joiners No. 586				
J. B. Furniss	—	950	—	950
John B. Long	950	—	—	950
Central Labor Council				
Harry Finks	—	1	—	1
Electrical Wkrs. No. 340				
Paul R. Tooker	63	—	63	—
Miscellaneous Employees No. 393				
Ralph P. Gross	—	1147	—	1147
Rocket & Guided Missile Lodge No. 946				
Gordon Taylor	5957	—	5957	—
Theatre Employees No. B-66				
Harry Finks	—	66	—	66
Typographical No. 46				
D. C. Lengling	—	435	—	435
Union of State Employees No. 411				
Charles Henderson	31	—	31	—
Waiters & Waitresses No. 561				
Lilas Jones	—	625	—	625
Harry Miller	—	624	—	624
SALINAS				
Packinghouse Wkrs. No. 78				
Frank Menezes	—	1026	—	1026
SAN BERNARDINO				
Central Labor Council				
Earl Wilson	—	1	—	1
Charles New	—	1	—	1
County Empls. No. 122				
Ruby F. Wicker	213	—	213	—
Robert J. Mitton	213	—	213	—
Albert Fisher	213	—	213	—
Dist. Council of Carpenters & Joiners of San Bernardino-Riverside Co.				
Arthur Jensen	—	1	—	1
Hod Carriers & Laborers No. 783				
Charles New	270	—	270	—
M.P. Projectionists No. 577				
Ralph L. Marvin	40	—	40	—
Railroad Trainmen No. 278				
G. W. Ballard	181	—	181	—
Stage Employees No. 614				
N. Earl Wilson	—	20	—	20
SAN DIEGO				
Butchers & Meat Cutters No. 229				
Max J. Osslo	—	634	—	634
Arthur Meyer	—	633	—	633
Carl Foote	—	633	—	633

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	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Carpenters & Joiners No. 1296				
Charlie Bates	—	1238	—	1238
Carpenters & Joiners No. 1571				
James Lane	—	908	908	—
Central Labor Council of San Diego Co.				
John W. Quimby	—	1	—	1
Clothing Wkrs. No. 288				
Marion Ingram	—	300	—	300
Culinary Alliance & Hotel Service Empls. No. 402				
Esther Ryan	—	3006	—	3006
Dist. Council of Carpenters of San Diego Co.				
Armon L. Henderson	—	1	—	1
Electrical Wkrs. No. 465				
Vernon W. Hughes	—	550	—	550
Electrical Wkrs. No. 569				
M. E. McGearry	941	—	941	—
Fire Fighters No. 145				
Charles Inglett	—	498	—	498
Street, Elec. Rwy. & M.C. Oper. No. 1309				
David H. Moore	—	459	—	459
United Auto Wkrs. No. 506				
Robert L. Spears	—	936	—	936
Waiters & Bartenders No. 500				
Gus Mureo	—	1067	—	1067
SAN FRANCISCO				
Apartment, Motel, Hotel & Elevator Operators No. 14				
Philip J. Deredi	—	500	—	500
Automotive Machinists No. 1305				
Jos. M. Doody, Jr.	—	3649	—	3649
Bakers No. 24				
Vincent Mastropietro	—	1500	—	1500
Barbers & Beauticians No. 148				
Dean B. Hillam	—	1098	—	1098
Bartenders No. 41				
Arthur Dougherty	—	3124	—	3124
Bay Dist. Jt. Council of Bldg. Serv. Empls. No. 2				
Philip J. Deredi	—	1	—	1
Boilermakers No. 6				
Walter R. Barros	—	666	—	666
Butchers No. 115				
George Mesure	—	875	—	875
Thomas Anderson	—	875	—	875
Calif. State Theatrical Federation				
Wm. P. Sutherland	—	1	—	1
Pat Somerset	—	1	—	1
City & County Empls. No. 400				
J. E. Jeffery	200	—	200	—
Cloakmakers No. 8				
Sam Green	—	550	—	550
Clothing Wkrs. No. 42				
Anne Draper	—	500	—	500
Communications Wkrs. Council No. 9				
R. W. Rivers	—	1	—	1

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Const. & General Laborers No. 261				
Terry O'Sullivan	—	3046	—	3046
Cooks No. 44				
Jos. Belardi	—	3000	—	3000
Dist. Council of Painters No. 8				
Harry Bigarani	—	1	—	1
Dressmakers No. 101				
Theodore Ingram	—	916	—	916
Electrical Wkrs. No. 6				
Daniel J. McCarthy	—	800	—	800
Elevator Constructors No. 8				
Thos. E. Fitzgerald	—	150	—	150
Film Exchange Employees No. B-17				
John A. Forde	—	65	—	65
Fire Fighters of San Francisco No. 798				
James I. King	—	1641	—	1641
Furniture Wkrs. No. 262				
Anthony Scardaci	—	883	—	883
Hotel & Club Serv. Wkrs. No. 283				
Glenn R. Chaplin	—	3045	—	3045
Inland Boatmen's Union of the Pacific				
George Toneri	—	162	162	—
Jt. Bd. Amalgamated Clothing Wkrs.				
Anne Draper	—	1	—	1
Local Jt. Exec. Bd. of Culinary Wkrs., Bartenders & Hotel Service Wkrs.				
Anthony Anselmo	—	1	—	1
Locomotive Firemen & Enginemen No. 91				
M. R. Harrison	—	50	—	50
Geo. F. McKarley	—	50	—	50
Locomotive Firemen & Enginemen (Gen. Grievance Committee)				
C. R. McGowan	—	1	—	1
D. B. McGriff	—	1	—	1
Machinists No. 68				
Merril Cooper	—	2684	—	2684
Machinists No. 1327				
Chris Amadio	—	1000	—	1000
Marine Cooks & Stewards				
Ed Turner	—	5834	—	5834
Marine Firemen				
William W. Jordan	—	2000	—	2000
Miscellaneous Employees No. 110				
A. T. Gabriel	—	2407	—	2407
M.P. Projectionists No. 162				
Edward H. Ponn	—	162	—	162
Musicians No. 6				
W. J. Catalano	—	1500	—	1500
Newspaper Guild No. 52				
Fred D. Fletcher	—	825	—	825
Lou G. Webb	—	824	—	824
No. Calif. Dist. Council of Laborers				
Chas. Robinson	—	2	—	2

TABULATION OF VOTES

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Office Employees No. 3				
Eleanor D. Clifford	—	600	—	600
Operating Engineers No. 3				
Jerry Dowd	—	12,002	—	12,002
Operating Engineers No. 39				
Harbert Sims	—	1625	—	1625
Paint and Brush Makers No. 1071				
John R. Shoop	—	158	—	158
Ken Reeves	—	158	—	158
Painters No. 19				
Thomas J. Kirvin	—	287	—	287
Thomas Begley	—	286	—	286
Pharmacists No. 838				
Homer L. Asselin	—	200	—	200
Plumbers & Pipe Fitters No. 38				
Robert Costello	—	2500	—	2500
Printing Spec. & Paper Converters No. 362				
Clifford Olson	962	—	—	962
Railroad Trainmen Calif. Legis. Board				
G. W. Ballard	1	—	1	—
Retail Dept. Store Employees No. 1100				
Pat Kelley	—	2404	—	2404
Retail Grocery Clerks No. 648				
John J. Hill	—	420	—	420
Sailors Union of the Pacific				
Morris Weisberger	—	4889	—	4889
S.F. Municipal Park Empls. No. 311				
John P. McLaughlin	—	325	—	325
Seafarers, Atlantic & Gulf Dist.				
E. B. McAuley	—	650	—	650
George McCartney	650	—	—	650
Sign & Pictorial Painters No. 510				
Harry L. Bigarani	—	220	—	220
Teachers No. 61				
Marshall Axelrod	243	—	243	—
Earl G. Minkwitz	243	—	243	—
Daniel J. O'Brien	242	—	242	—
Theatrical Wardrobe Attendants No. 784				
Wm. P. Sutherland	—	40	—	40
Tri-State Council (Sheet Metal) of Calif., Ariz. & Nevada				
Clyde D. Ringwood	—	1	—	1
Typographical No. 21				
Donald H. Abrams	—	1522	—	1522
Francis J. Archdeacon	—	380	—	380
United Industrial Wkrs. of North America				
Manuel Guel	—	142	—	142
Waiters No. 30				
Peter Lallas	—	3646	—	3646
Waitresses No. 48				
Hazel O'Brien	—	4349	—	4349
Western Conf., Bookbinders				
Gino Petrella	—	1	—	1

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Western Federation of Butchers				
Don W. Parks	—	1	—	1
Wood, Wire & Metal Lathers No. 65				
Rex B. Pritchard	—	132	—	132
SAN JOSE				
Bldg. & Const. Trades Council				
Roger M. Brennan	—	1	—	1
Butchers No. 506				
Earl Moorhead	—	697	—	697
Fred L. Feci	—	696	—	696
Cement Laborers No. 270				
Robert H. Medina	—	2782	—	2782
Chemical Wkrs. No. 294				
J. A. Thomas	216	—	216	—
Dist. Council of Carpenters				
F. O. Jorgensen	—	1	—	1
Electrical Wkrs. No. 332				
Chas. J. Swiderski, Jr.	—	200	—	200
Fire Fighters No. 873				
Raymond E. Jones	—	132	—	132
C. Donald Bernardo	—	131	—	131
Hod Carriers No. 234				
Robert Spottswood	—	341	—	341
Hotel, Rest. & H.S. Empls. No. 180				
Louis Bosco	—	3720	—	3720
Painters No. 507				
Conrad Paredes	—	955	—	955
Plumbers No. 393				
John J. Sterbenz	—	325	—	325
Public Empls. of Santa Clara Co. No. 1409				
Euell G. Rader	—	100	—	100
Utility Wkrs. No. 259				
Edward T. Shedlock	—	75	—	75
SAN MATEO				
Air Transport Empls. No. 1781				
Robert Craig	—	2106	—	2106
Salvatore Menta	—	2106	—	2106
Bartenders & Culinary Wkrs. No. 340				
Thomas A. Small	—	2992	—	2992
Bldg. & Const. Trades Council				
Sam Abruscato	—	1	—	1
Henry P. Schwab	—	1	—	1
Butchers No. 516				
Edwin F. Michelsen	—	760	—	760
Central Labor Council				
Ruth M. Bradley	—	1	—	1
Edwin Michelsen	—	1	—	1
Const. & General Laborers No. 389				
Chas. Benton	—	1322	—	1322
Electrical Wkrs. No. 617				
Robert Cissna	50	—	—	50
Laundry Wkrs. No. 143				
Ruth M. Bradley	—	150	—	150

TABULATION OF VOTES

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Plumbers No. 467				
Sam Abruscato	—	50	—	50
Sheet Metal Wkrs. No. 272				
Rupert D. Morgan	—	40	—	40
SAN PEDRO				
Bartenders No. 591				
Andrew Hemnes	—	389	—	389
Carpenters No. 1140				
Harry V. Dawson	—	272	—	272
Hotel, Rest. Cafeteria & Motel Wkrs. No. 512				
Mary Olson Moran	—	1665	—	1665
Lumber & Sawmill Wkrs. No. 1407				
Homer Sullivan	—	250	—	250
Retail Clerks No. 905				
James H. Simmons	—	1189	—	1189
Jeannette M. Simmons	—	1188	—	1188
Shipyard Laborers No. 802				
Elmer Lowery	2200	—	—	2200
SAN RAFAEL				
Bartenders & Culinary Wkrs. No. 126				
Elsie Jensen	—	1136	—	1136
Carpenters No. 35				
Jack Watson	1077	—	1077	—
Central Labor Council of Marin Co.				
Jack Watson	1	—	1	—
Golden Gate Dist. Council of Lathers				
Rex B. Pritchard	—	1	—	1
SANTA ANA				
Bldg. & Const. Trades Council of Orange Co.				
Thomas W. Mathew	—	1	—	1
Carpenters & Joiners No. 1815				
James L. Meek	2187	—	2187	—
Central Labor Council				
Morgan E. Whitaker	—	1	—	1
Peter J. Remmel	—	1	—	1
Dist. Council of Carpenters of Orange Co.				
A. L. Oliver	—	1	—	1
Electrical Wkrs. No. 441				
Richard P. Martin	—	125	—	125
Glass Bottle Blowers No. 81				
Ernest Cook	—	243	—	243
Hod Carriers & Genl. Laborers No. 652				
Edmund Gautier	—	532	—	532
Painters & Decorators No. 686				
Calmer H. Hanson	—	303	—	303
Wm. W. Seaquist	—	302	—	302
Frank Pesenti	—	302	—	302
Plasterers & Cement Finishers No. 489				
Carl A. Gregory	150	—	150	—
Clifford W. Banks	150	—	150	—
Roofers No. 36-C				
Frank Darby	—	138	—	138
Sugar Wkrs. No. 175				
Eugene Scarbrough	—	57	—	57

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
SANTA BARBARA				
Building & Const. Trades Council				
W. L. Fillippini	—		—	
Central Labor Council				
Warren Underwood	—		—	
Culinary Alliance & Bartenders No. 498				
Zola Benson	—		—	
Meat Cutters No. 556				
Warren M. Underwood	—	263	—	263
Russell Jehnke	—	262	—	262
Plasterers & Cement Finishers No. 341				
W. Bill Tuttle	216	—	—	216
Sheet Metal Wkrs. No. 273				
W. L. Fillippini	—	226	—	226
Theatrical Stage Empls. & M.P. Machine Operators No. 442				
John H. Gotchel	—	40	—	40
SANTA CRUZ				
Central Labor Council, No. Santa Cruz Co.				
Thomas Moon	—		—	
Const. & General Laborers No. 283				
Thomas Moon	—	275	—	275
SANTA MARIA				
Central Labor Council				
Robert E. Staab		—		—
SANTA MONICA				
Barbers No. 573				
Rosario Alario	—	109	—	109
Carpenters & Joiners No. 1400				
James Trankina	—	311	—	311
Al Keating	—	310	—	310
Steve Lubianets	—	310	—	310
Culinary Wkrs. & Bartenders No. 814				
Doris Ray	—	4177	—	4177
Meat Cutters No. 587				
Patricia D. Weger	—	800	—	800
SANTA ROSA				
Butchers No. 364				
Everett A. Matzen	—	570	—	570
SEAL BEACH				
Chemical Wkrs. No. 225				
John Gernak	—	40	—	40
SHERMAN OAKS				
Hotel, Motel, Rest. & Bartenders No. 694				
Ira L. Osborn	—	2948	—	2948
SOUTH GATE				
Rubber Wkrs. No. 100				
Julian D. Evans	1501	—	1501	—
United Auto Wkrs. No. 216				
Louis Ciccone	2789	—	2789	—

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	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
Utility Wkrs. No. 283				
Edward T. Shedlock	—	62	—	62
STOCKTON				
Agricultural Wkrs. Organizing Committee				
C. Al Green	—	633	—	633
County Employees No. 183				
Harold Benner	20	—	20	—
Motor Coach Operators No. 276				
Rudy Benincasa	—	62	—	62
Papermakers No. 320				
Larry Maimone	—	348	—	348
TERMINAL ISLAND				
Cannery Workers Union of the Pacific				
Frank Rivera	—	3750	—	3750
VALLEJO				
Butchers & Meat Cutters No. 532				
Walter A. Quinn	—	690	—	690
Plasterers & Cement Fin. No. 631				
Lowell Nelson	—	62	—	62
Plumbers No. 343				
Arthur Shinn	80	—	—	80
Retail Clerks No. 373				
Stanley Lathen	—	1000	—	1000
VAN NUYS				
Carpenters & Joiners No. 1913				
Samuel M. Cowan	972	—	—	972
Joseph Riviezzo	—	972	—	972
Electrical Wkrs. No. 2051				
Richard A. Hughes	—	25	—	25
United Auto Wkrs. No. 645				
Howard L. Owens	—	3409	—	3409
VENTURA				
Bldg. & Const. Trades Council				
Ronald Benner	—	1	—	1
Central Labor Council				
Patrick H. Riley	—	1	—	1
Hod Carriers & Genl. Laborers No. 585				
Raymond H. Mendez	—	253	—	253
James V. Flores	253	—	253	—
Lathers No. 460				
Ronald Benner	—	69	—	69
VERNON				
Glass Bottle Blowers No. 224				
Michael Kovacevic	—	149	—	149
VISALIA				
Hod Carriers & Genl. Laborers No. 1060				
Lige Meek	375	—	—	375
VISTA				
Carpenters No. 2078				
George Watkins	768	—	768	—

	OFFICE D		OFFICE G	
	Evans	Wilson	Kelty	O'Malley
WEED				
Lumber & Sawmill Wkrs. No. 2907				
N. H. Blankenship	—	522	—	522
Lloyd J. Lea	—	522	—	522
WHITTIER				
Calif. Dept. of Youth Authority No. 479				
Richard C. Hughes	—	—	10	—
Daniel Jackson	—	—	10	—
WILMINGTON				
Butchers No. 551				
Oliver Holmes	—	2828	—	2828
Chemical Wkrs. No. 40				
Earl C. Burkhart	198	—	198	—
E. M. Garcia	—	197	—	197
WOODLAND				
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Gene Scarbrough	—	1	—	1

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