

Proceedings

Seventh Convention

**Sacramento
September 23 - 26, 1968**

CALIFORNIA LABOR FEDERATION, AFL-CIO

Thos. L. Pitts, Secretary-Treasurer

995 MARKET STREET, SAN FRANCISCO



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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 Seventh Convention

FIRST DAY

Monday, September 23, 1968

MORNING SESSION

OPENING CEREMONIES

While awaiting the call to order, the delegates were entertained by the Convention Organist, Tom Blake, Sacramento Musicians Union No. 12, with a program of popular airs.

The Seventh Convention of the California Labor Federation, AFL-CIO, was called to order at 10:12 a.m. in the Memorial Auditorium by Harry Finks, Chairman and Master of Ceremonies.

The meeting opened with the singing of the "Star Spangled Banner" under the direction of Thomas P. Kenny, President Sacramento Musicians Union No. 12, followed by the Presentation of the Flag by the United States Naval Reserve Color Guard. The Pledge of Allegiance to the Flag was led by Ken Robbins, Junior Past State Commander, Veterans of Foreign Wars.

INVOCATION

**The Most Rev. Alden J. Bell
Bishop of Sacramento**

Chairman Finks then presented The Most Reverend Alden J. Bell, Bishop of Sacramento, who delivered the following invocation:

"Almighty God, Who in times past has led our forefathers into the godly place, give Thy grace, we humbly beseech Thee, to us, Thy children, that we may always prove ourselves mindful of Thy favor and quick to do Thy will.

"Bless our state with honest industry, sound learning, industry, purpose and moral strength. Preserve our unity. Save us from discord and confusion and every evil way, and fashion into a great people the multitudes brought here from every state of the union.

"In lifting our hearts in prayer to Thee, Almighty God, we are mindful of our Savior's reply when asked by his apostles to teach them to pray. In the simple words of his answer, it is not the eloquence or massive phrase of thought that captures our attention, but the simple truth that in prayer we are but children crying out to

our Omnipotent God. For Christ in answer to that question said, 'When you pray, say "Our Father, Who art in heaven"' that prayerful cry is to be seeking not our own recognition and importance but his glory.

"'Hallowed be Thy Name,' he continued. 'Thy kingdom come. Thy will be done.' Which reminds us that God's law rules in this earth in all our relationships among men just as it rules those in heaven. And only then did the prayer of our Savior suggest that we turn to own needs when we pray.

"'Give us this day our daily bread.' That is, sufficient for now the strength of soul and body that we need this day. All the gifts of earth are in reality God's alone to give as the Creator of all earthly bounty.

"'Forgive us our trespasses as we forgive those who trespass against us' reminds us that we have no right for forgiveness for our own wrongs unless first we have learned to forgive others.

"'Lead us not into temptation, but deliver us from evil' shows us how dependent each one of us is on God in His providential care. This is the way our Savior taught us to pray and to think. And will not all else fall into proper place and perspective if these words were only made our own in recognizing Thy dominion over us. Amen."

GREETINGS AND INTRODUCTIONS

HARRY FINKS

Chairman and Master of Ceremonies

Chairman Harry Finks welcomed the delegates and presented the distinguished visitors, who, in turn greeted the delegates and guests.

JAMES F. ALEXANDER

**President, Sacramento Central
Labor Council**

James F. Alexander, President, Sacramento Labor Council, then addressed the gathering in these words:

"On behalf of the Sacramento Labor

Council, I am privileged to extend a few words of welcome to the delegates to this great California Labor Federation.

"During my more than 30 years of active participation in labor in this area, I have attended all State Labor Conventions, several of which were held in Sacramento. Through the efforts of the delegates assembled in these conventions and the follow-through by the very capable leadership of the Federation, tremendous progress has resulted in the field of workmen's compensation, unemployment and disability benefits, minimum wages and other conditions covering women and minors, health and safety laws, improvements in the State Labor Code and many other benefits too numerous to mention here.

"Further, the Federation has made its voice heard in the area of politics by the support of candidates who by their records and pledges were found worthy of the backing of organized labor.

"Recently, however, labor has not fared too well. Just four years ago with a three-to-two Democratic registration in California, we elected a Republican actor and dancer to the United States Senate, who is proving to be the poorest excuse for a senator from California in history.

"Two years ago we awoke one morning to find that the same three-to-two Democratic registration had taken place and we had elected a Goldwater Republican actor to the highest office in the state with a million votes to spare. He replaced a governor whose eight-year tenure of office, in my opinion, established a record equal to or perhaps better than any of his predecessors'.

"I will not go into Governor Reagan's dismal performance in the past two years, except to say that his one burning obsession seems to be to build a huge treasury in California through various forms of increased taxes and at the same time to carve and willow away the human benefits such as mental hygiene and other welfare programs, and also at the same time he has moved to reduce education standards which have been outstanding in California for many years. His views and positions on labor matters, of course, leave much to be desired.

"This year in the primary election, the Republican party turned out Thomas Kuchel, one of the most responsible and dedicated senators of our time and handed the nomination to right-winger from southern California, Dr. Max Rafferty, who, if elected, will make every effort

possible to set this country back 50 years or more. We all know why this happened, but few of us believed it would happen, but it did.

"In 1958 California labor, headed up by this Federation, rallied its forces in a great spirit of unity to defeat a proposed right-to-work law in California by an overwhelming majority. We need this kind of unity now; we need to awaken the working men and women from their dangerous state of apathy and to renew our dedication to the cause of labor if we are to prevent our labor organizations from being legislated out of existence.

"I know that this Federation representing Labor in the greatest state in the nation is capable of achieving these goals, and I have every confidence that the delegates in their deliberations this week will emerge with that spirit of unity and determination to accomplish these objectives.

"We extend our best wishes for a very successful convention and hope that your stay in Sacramento will be most pleasant.

"Thank you."

JOSEPH J. SELENSKI

Secretary-Treasurer, Sacramento
Central Labor Council

At this time, Chairman Finks presented Joseph J. Selenski, Secretary-Treasurer, Sacramento Central Labor Council, who spoke as follows:

"On behalf of the Sacramento Labor Council, I extend to you a hearty welcome to Sacramento. It has been six years since the Federation has met in our beautiful city. Since that time, our city has been moving ahead. The metropolitan population in 1960 was 625,500; in 1968 our population is 789,500. Our public school enrollment in 1960 was 115,858; in 1968, it is 195,505. In 1960 our average employment was 229,100; in 1968 it is up to 300,000. In 1960 we had taxable retail sales in Sacramento of \$734,789; in 1967 our taxable retail sales were \$1,031,330. Many new projects have been authorized for improvement of city-county services, including the following:

"(1) A one hundred eighty-five million dollar urban renewal project consisting of a 22-block downtown complex to include commercial, office, residential and cultural facilities. I am sure many of you have seen quite a change on Capitol Avenue as you approach the State Capitol.

"(2) The forty-million dollar California Exposition and State Fair Grounds. This project is approximately half finished.

"(3) A nineteen-million dollar Metropolitan Airport.

"(4) Multiple lane completion of Highway 80 to Reno and Interstate Highway 5 connecting our new Metropolitan Airport with downtown Sacramento and surrounding counties.

"(5) A one hundred fifty million-dollar, eight hundred fifty thousand kilowatt atomic power plant to become operational in early 1973 or sooner.

"We also have a nine-million dollar upgrading of our sewage treatment facilities and, of course, we have a \$13,000,000 convention center that is in the plans.

"This is just a part of what is going on in our city. These projects are called to your attention to show how our city is moving ahead. Labor receives approximately 40 percent of all the funds put into buildings and all other projects. I am sure all of you know that, and it makes jobs for everybody, so we in labor serve on many civic committees and support bond issues in Sacramento. What is good for management and labor is also good for the public and the working people in general.

"We hope your stay in the city will be a pleasant one. Our police force is one of the finest in the world. Our Police Chief's name is Joseph Rooney. He is head of our Police Department, and a very capable man he is. I want to warn you that even if you are Irish, you will still have to kind of obey the laws.

"In closing, I hope your stay will be a good one and that the deliberations of this convention will be very successful for all of labor.

"Thank you very much."

Non-Union Cabs

At this time, Chairman Finks announced on behalf of the Sacramento Teamsters that the following cabs are non-union: the Deluxe, the Courtesy, the Red Top, and Mayfair cabs.

Guests of the Convention

Chairman Finks next presented the following honored guests who greeted the delegates briefly: Joseph E. Rooney, Sacramento Chief of Police; Thomas A. Deise, Chief of the Fire Department; and John M. Price, District Attorney of Sacramento County.

JOHN E. MOSS

United States Congressman Introduction

In these words, Chairman Finks pre-

sented John E. Moss, United States Congressman from the Sacramento District:

"The next gentleman we want to introduce is a man who delayed his return to Washington, D.C., because he realizes the importance of this great convention, and a man who has in the years that he has been in Washington as a Congressman had a hundred percent voting record; a man who has carried the ball for us. And the delegates and other individuals who have gone to Washington to talk to him have found that he has always gone along with us. He is very understanding and has done a tremendous job."

Address

Congressman Moss spoke as follows:

"Mr. Chairman, Your Excellency Bishop Bell, Mr. President and all of the very distinguished men and women assembled here for the very serious deliberations which will mean so much to those who have placed in your hands responsibility for policies, for guidance, in a time troubled and confusing perhaps more than any other era in our history.

"I did not have a prepared speech. I would like to say to my good friend the District Attorney that a member of the House of Representatives is always prepared. They are like the Boy Scouts.

"I just want to touch on a few points that I hope are considered in your deliberations.

"You have had the opportunity to meet a moment ago the very excellent Chief of Police of Sacramento—a city which has an excellent police force; and you met shortly thereafter the District Attorney of Sacramento—and he has performed efficiently and well in this community.

"I mention these points because today you are being told that one of the major issues in federal campaigns is law and order. Remember, the responsibility for 99 per cent of the maintenance of law and order is at the community level. And if these men who want to exploit this issue have their way, they are really saying that they want a broadly expanded body of federal law and federal domination, a national police force. And God forbid it ever happen here in this nation!

"You have not witnessed in your lifetime the kind of skillful appeal that is going to be made to your emotions within the next few weeks. Nor have you witnessed the use of money on such a grand scale as will be evident in the next few **weeks**—a careful, calculated marrying of the most modern media and the most skilled public-relations efforts to stop you

from thinking. And I hope you don't, because this quadrennial period of reappraisal of government was never more important than it is today.

"Who takes over on January 20th and what they say are things that are important to you. The appeals to your emotions are not. You know that you don't act with wisdom when you react emotionally. And we need the judgment and the guidance of the American people. We need the renewed strength that government derives from a careful, intelligent reappraisal by the people.

"I chair in the House of Representatives the Committee on Commerce and Finance, where we have been concerned with the greater and greater concentration of the wealth and control over the industries of this nation—not finding *per se* that bigness is bad, but recognizing that it can be if it goes to its ultimate conclusion without some appropriate regulation.

"We gave attention, I am proud to say, with the backing of both parties, to undertaking basic studies in these areas which will give some enlightenment to the Congress in legislating for the future. Because this nation works best when it works in a partnership of responsible labor, adequately compensated, adequately sharing in the growth of the economic wealth of this nation, when it has business that is vigorous, that is viable, that is innovative. Those are the conditions. It takes dollars in the pockets of every segment of the economy to make this very delicate machinery work. We don't want to go back.

"I walked into this building on a sidewalk and I noticed there the imprint 'WPA 1940.' A lot of you are not old enough to remember that. I am. We don't want this, and I am not saying it would happen if there is a change in government, but I think it could happen if there is a panic change in government and not a thoughtful change in government.

"And so as you deliberate here in my home city, I hope you take strength from this area where so many distinguished men have headed what was the most progressive state government in the United States, and that you determine to formulate the policies that put it back on that track.

"Thank you very much."

ALAN SHORT
State Senator
Introduction

Chairman Finks presented Alan Short,

State Senator, Sixth District, in these words:

"The next man I want to introduce to you is a man who has carried some of the heavy load for the California Labor Federation in the fields of social legislation; who has handled our workmen's compensation bills; who has done a tremendous job for us. He is a man with an outstanding record and his district is now part of Sacramento County. It also includes San Joaquin County. And I want to say that we in Sacramento County in the labor movement are very happy to have this outstanding senator—a man who has a terrific labor record for labor of the State of California: Alan Short, Senator of the 6th District.

Address

Senator Short then spoke as follows:

"Thank you very much, Harry Finks.

"Bishop Bell, Neil Haggerty, Tom Pitts, Al Gruhn, distinguished Vice Presidents, delegates to the State Labor Federation:

"I think probably in the state legislature and Congress I am the only one not running for office this year. I run in 1970. But don't forget it.

"I would like to tell you that I was a delegate to the National Democratic Convention in Chicago. And that means, of course, that I was a Kennedy delegate. Of course he was assassinated before he could make an appearance, but since we won on the ballot we went back as Kennedy delegates. And I want to tell you that there was just a whale of a lot of support from labor from all over the United States for Hubert Horatio Humphrey.

"Now, I don't know what you are going to do to help elect Vice President Humphrey President of the United States, but I will tell you what I am going to do.

"On election day I am going to walk a precinct and I am going from door to door—and I am going to cover it thoroughly. If they aren't home, I will be back at that place wherever there is a Democrat registered, because I think it is important to elect him. Not only that, but we will be here with some of the precinct organizations that we have in Stockton Wednesday night when Vice President Humphrey appears here on this platform. Because I think it is important that they know that decent, honorable people are for Vice President Humphrey. And on election day we will have at least 250 people out walking the precincts.

"Now I ask you to do this—and it won't cost you a penny: I ask everybody here

who is a delegate to walk a precinct, too. If we can do it, you can too. And if you will take this message back, take the message back that you would like some volunteers from your union. Take the message back, a warning that I picked up from a bench in front, telling what the man from Alabama has done for Alabama; what he has done for wages; what he has done for education; what he has done for welfare; what he has done to get rid of right-to-work? It's all bad.

"As Congressman John Moss just told you, it is about time that you were told the truth about law and order and justice. Read Royce Brier's column in the San Francisco Chronicle this morning. Read Art Hoppe, too, any morning. He's pretty great.

"It is true the local law enforcement is the unit of government that is largely responsible for law and order. Murder, rape, arson, burglary, trespass—you name it! It's local law.

"Now, whom are they blaming it on? Well, I will just tell you what George Wallace has to say: if a Hippie or a Yip-pie gets in front of his automobile, he will run over him and maybe kill him!

"Well, I'll just tell you that it is small wonder, as I mentioned to the Culinary Union last Friday, that in Alabama they have the highest murder rate in the nation.

"These are things that you ought to carry back to your people. Ask them whether they would like to work for the wage scales that they have in Alabama. Ask them if they would like to work in a state that has a right-to-work law. Ask them if they would like to be 48th down the scale in what they do in education. Is that what you want?

"I will just tell you that as a Democrat I am proud of all the candidates that we put up this year. I am proud of Hubert Humphrey and I am proud to work for him. But I know, as I did in 1954 when I ran against an incumbent, that I could not win without your help. You helped me to win and you have helped me to stay in position ever since. And I say that you can do the same job, too.

"Each one of you should carry the message back to 500 more. Everyone who works for organized labor should carry the magnificent record of Hubert Humphrey back to your people. And if you do, despite the fact that we have no campaign literature—and I just today picked up a bumper strip because you had some here and I understand that they had to

be flown in—and despite the fact that he is late with the literature, he is late with the money, by God! the principles that that man has stood for shine forth, and you can be proud when you tell this story to the people that you represent. And if you will be as dedicated to him in his campaign as he has been to you for these past 20 years, Hubert Humphrey will be the next President of the United States.

"Thank you."

At this point, Chairman Finks commented: "He also forgot to tell you that four years ago he was a delegate to the Operating Engineers' Convention. He is one of us."

ALBERT S. RODDA

State Senator

Introduction

Chairman Finks next presented State Senator Albert S. Rodda, saying:

"At this time I want to introduce to you a senator whom we hold dear to our hearts; a man from Sacramento County, a man with a perfect record at all times. He knows the philosophy of our people because he is one of us himself. He is a past President of the Teachers' Union here in Sacramento. He is an active member of the Teachers' Union and is one of our top senators in the California State Senate.

"At this time I want to introduce to you Senator Albert Rodda."

Address

Senator Rodda addressed the delegates in these words:

"Thank you, Harry.

"Bishop Bell, Mr. Haggerty and members of the labor movement who are delegates here to your convention. I am privileged to be here and I will keep my remarks brief.

"I think that Congressman Moss and Senator Short have given you substantial reason to support the Democratic ticket. Of course that will include me. That will make me very happy. But I would like to say this: that I was the Sacramento honorary co-chairman for Eugene McCarthy. Today I have announced that I am endorsing Vice President Hubert Humphrey for the Presidency.

"I will support Vice President Hubert Humphrey. No man measures up to standards of perfection and we are really not dealing with perfection in politics. Politics is the art of the possible.

"I submit to you gentlemen that if you

don't recognize the facts of American history, and because of your failure to recognize them you don't put your support where the facts of history indicate you should, then the consequences will not be those that you desire. And I think that the issue really is a pretty clear one as far as anyone who understands history understands it. But it is always the tactics of politicians or many politicians to obscure the issues and to becloud history. And this is being done on a gigantic scale today.

"I suggest that you read history. There is an attack on the United States Supreme Court because of their defense of civil liberties and civil rights. There was an attack on the Roosevelt Administration because it was the Supreme Court of the United States through the liberal members of it who opened up the door, by interpretation of the Constitution, to the passage of such legislation on a national scale as social security, the Fair Employment Practices Act, and all the other substantive measures which benefited labor and the New Deal. And at that time the Court was under attack. It is under attack for a similar reason today. It is a liberal Court. And I will tell you gentlemen that the labor movement will not prosper without a liberal Court. And appointments to the United States Supreme Court are for life, and there are men there who are about ready to retire. Therefore some very important issues are at stake and I think that you had better look to the matter and act wisely and act constructively.

"And may I remind you of another little fact of history which I think has some importance to you and to all of us who are liberal. And it is not proper to be a liberal today. But remember, it is only the progressive Republicans in California and the liberal Democrats in California and nationwide who have been responsible for achieving the many fine pieces of legislation which benefit the working people of the United States. And I would like to point out that in 1953 California elected a liberal Governor, a liberal Democrat. They elected a large number of liberal Senators and Representatives. I was one of those. It probably would have been impossible for me to have been elected without the support of labor, and you were very vigorous in your support of Brown and in your support of me and in your support of Edwin Z'berg and Congressman Moss because you saw the issue before you very clearly. And the issue was the right-to-work and the Republican candidate was the man who was

committed to the passage of right-to-work legislation.

"And another bit of information, another bit of history. The man who was responsible for moving Goodwin Knight, a man who was recognized as a friend of labor, out of the Governor's office to make him a candidate for United States Senate when he did not want to be; the man who helped bring Knowland to a place of prominence in the Republican Party of California, was a man named Richard Nixon.

"I think if you read the record, you will see that he supported Knowland and he supported the right to work and he was not your friend then and he is not your friend today. If you think he is, at the convention he made a public commitment to the reactionary members of the South, to the reactionary delegates in the Congress in collusion with the ones in the North, to block the labor legislation you want. Do you want this man publicly identified with these individuals?

"Now, Nixon says he is a man of integrity; if he is a man of integrity and publicly committed, let's see what he is going to do without losing his integrity.

"Gentlemen, it will be interesting to see how this man performs. Thank you very much for asking me to come."

EUGENE A. CHAPPIE

Assemblyman

Introduction

With these words, Chairman Finks presented Assemblyman Eugene A. Chappie:

"The next gentleman to be introduced to you is a man that comes from the back country. He probably has the largest Assembly district in the State of California. He is an endorsed Republican of the California C.O.P.E. He has carried legislation for us involving the building trades; he has worked with us on other important legislation and even when he received the endorsement of the California COPE this second time, he had some problems with some of the reactionaries in his district, but we feel he is a very good friend of ours. He has done a good job at the last session and the session before.

"At this time I will introduce to you Assemblyman Eugene Chappie."

Address

Assemblyman Chappie spoke as follows:

"Thank you, Mr. Chairman, Reverend Bell, Distinguished Guests, Ladies and Gentlemen:

"I am a farmer by trade and I live in a little place called Cool, and when my kids learned today that I was going to address this very august group, one said: 'My gosh, that is going to be like tossing a new rooster into the henhouse around here.'

"I am told that the necessary qualifications to become a good public speaker are to be clear, to be brief, and to be seated, and on that basis I say I am very appreciative and honored to be called upon in support of organized labor in this state.

"It has been a pleasure to work with you during my time in the legislature. It requires a man of goodwill in any political party and I will assure you of my continued cooperation in support of the labor movement in the State of California.

"Thank you very much."

EDWIN L. Z'BERG
Assemblyman
Introduction

Chairman Finks followed with this introduction of Assemblyman Edwin L. Z'berg:

"We have another endorsed candidate of the California COPE from Sacramento. We like to brag about the record, that 99 percent of our legislators are here in this area.

"This is a man who has carried public employee legislation for us; he has carried labor legislation for us and he has been effective on the floor on social legislation ever since he has been in the legislature. We have gone to him as one of our floor leaders and he has done a tremendous job in the committees where it has been important. He has a tough race this time, because included in his district is now the West side.

"We are going to fight for him and see that he gets reelected, a man who has been a great friend of ours, Assemblyman Edwin L. Z'berg.

Address

Assemblyman Z'berg next spoke as follows:

"Thank you very much, Chairman Finks, Bishop Bell, Distinguished Guests and Ladies and Gentlemen:

"I have just one or two things that I wanted to say. First of all, I thought a few days ago that the legislature would still be in session, so I was going to invite you to come over there and see your assemblyman or senator. Of course, they're gone. It would be difficult to see your

Governor, because he is probably in Alabama, Mississippi or Ohio or some place raising funds for somebody.

"I have just one or two things that I would like to say and then I will sit down. I realize I am probably speaking to the wrong people, because you are the people who are sophisticated and know what the situation is, but there is disaster just over the horizon in the State Legislature. We have a very narrow margin in the Assembly. The Senate is a Republican Senate; it is a 20-20 split, and when there is a tie vote, the Lieutenant Governor votes. You know, it doesn't take any initiative to get a Right-to-Work bill; all it takes is two Houses of the Legislature willing to pass a Right-to-Work bill and a Governor who is willing to sign it. This Governor is ready and he is willing and he is anxious to sign a Right-to-Work bill. The trouble is, all too often it seems to me the rank-and-file union member, first of all, may not even know what a Right-to-Work bill is, and secondly, may not be concerned about it, it would seem to me. I know you all know what it means and are concerned about it.

"One of the items on your agenda, I would hope, would be to convince the rank and file of labor members what their stakes in the election are this year, in the state elections and in the Senate election.

"I have a father-in-law who has a 50-year pin from the IBEW. He tells me what it was like years ago, and if he wore a union pin, he would be fired from his job, and what he had to do when he went through strikes, but today the rank-and-file union member, I think, is concerned about a lot of other things, and I was frankly shocked when I saw on CBS the other night, a program that indicated that in the midwest 50 percent of the union members interviewed were going to vote for Wallace. They may get what they consider to be law and order, but they may get a Right-to-Work bill besides; so I would hope that one of the chief items on your agenda today would be not just talking to yourselves about the worth of labor, because we all realize that, but somehow to stir up again the vast army that we had in 1958 and two years ago. Without it, gentlemen, the country is heading for very unpleasant days.

"Thank you very much."

LEROY F. GREENE
Assemblyman
Introduction

Chairman Finks then presented Assem-

blyman Leroy F. Greene:

"At this time we have another endorsed Assemblyman from the Sacramento area, a man who holds a very important position in the California legislature as Chairman of the Education Committee. He understands the problems of our teachers and also of our educators in the state of California. We have discussed a lot of problems with him. He also understands the other problems of labor involving our social legislation and our labor legislation, and he always has his door open ready to talk to us and work with us and cooperate with us.

"It gives me great pleasure at this time to introduce to you Assemblyman Leroy F. Greene."

Address

Assemblyman Greene spoke as follows:

"Thank you, Harry.

"Bishop, Honored Guests, Ladies and Gentlemen:

"You know I am up for my fourth term. Of course in the Assembly, we have two-year terms, and I am thinking of trying to write a new law. I think after a guy has won it for three times, you ought to get to keep it, but it doesn't seem to work that way, and, of course, it is far better for the Democratic process that it doesn't.

"It occurs to me, though, that the kind of people that we find at a meeting like this, labor people, that when a time comes like this, election time, perhaps you might make your own review, and I think that you might well attempt to predict the future on the basis of the present and the past. I would suggest again that if you would review the legislative happenings, the legislative programs, the legislative efforts on the basis of who is in power in a given administration or what one or another party attempted to do or suggested doing or failed to do, then I think that those of us that are the Democratic party would have the overwhelming support of labor.

"There would be exceptions, of course, as you have indicated, an exception in that one of my colleagues, a very capable gentleman from Cool, is also with us, but after that I say, 'Cool it.' I would like you to stay with the Democrats.

"You know, one of the interesting things that happened to me in labor, I carried, I would say almost single-handedly, and passed, one of the most important measures that ever hit any segment of labor, and I don't know how aware that

segment of labor is of the measure, namely, all those that are anywhere in and about the construction industry. I carried a bill that was written into law which says that in the schools in the state of California, that where you know a school building is not safe, you either fix it or you close it and get out of it by 1975. In order to carry out that proposal, the construction industry, which has been a depressed industry, will find itself involved with something in between a half a billion and a billion dollars' worth of work over that period of time.

"Now, of course, the purpose of such legislation is for the benefit of our young. On behalf of the people of the state of California, I would suggest that labor is a beneficiary merely because it is right that we not allow any of our youngsters to be in an unsafe building and for no other purpose do we pass such law. I would suggest again that if labor would take a good look at the past performance of the two political parties and what its own individual interest is, that it will know what course to take, and I would point out to you one more thing at this time, the Watson Amendment, Proposition 9 on the ballot, because too many among us are going to be fooled by something that looks real easy and juicy and generous to you. The Watson Amendment, Proposition 9 is the one that says that you can't tax a man's property, his home, for more than one percent of its market value. Now, that sounds great and it would give each one of us a tremendous amount of money back out of what we are presently paying for local property tax. However, you and I as home owners, we only own 30 percent of the property in the state of California. Commerce and industry, our department stores, our factories, our oil companies and so on, own the other 70 percent. If you are going to give everybody property tax relief, including these giants of our industry and commerce and you have not cut any cost of government, where are you going to make up the funds? The make up must come from consumers; it can't come from any place else, and guess what that means to you and me.

"Suppose I have a factory and the government says to me that 'because we have decreased property taxes, we are going to put a tax on you, Mr. Manufacturer.' So they say to me: 'Mr. Manufacturer, we are going to put on a one hundred thousand dollar tax a year on you,' and suppose I manufacture shoes, and it just happens that I manufacture 100,000 pairs a year. Guess what the prices of shoes are

going to be next year? One buck more! Who is going to pay all of that? The consumers and no one else. I would suggest you keep that in mind as you see Proposition 9 on the ballot in November.

"Thank you."

Opening Comments Concluded

Chairman Finks then stated:

"This will conclude the introductions, as Gordon Schaber could not be here this morning, but he wanted me to give his welcome to you.

"At this time I want to give special recognition and appreciation to the Musicians Local No. 12, the Stage Hands Local No. 50, IATSE, and the Theatrical Employees Local No. B66, IATSE, for the fine cooperation and work they have done for us in making this opening a success."

ALBIN J. GRUHN

President, California Labor Federation, AFL-CIO

Chairman Finks then presented Albin J. Gruhn, President of the California Labor Federation, AFL-CIO.

FORMAL OPENING OF THE CONVENTION

President Gruhn then opened the convention formally with these comments:

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

"Your Excellency, Bishop Bell, Congressman Moss, Senator Short, Senator Rodda, Assemblyman Chapple, Assemblyman Z'berg, Assemblyman Greene, District Attorney Price, Commander Robbins, Chief Rooney, Chief Deise, President Alexander, Secretary Selenski, Building Trades Department President Neil Haggerty and other Distinguished Guests:

"I extend to you the greetings of the officers and delegates of this convention.

"Our special thanks go to General Chairman Finks and the members of the General Convention Committee of the Sacramento Central Labor Council who have given so much of their time in assisting us in carrying out the numerous details in preparation for this convention in the Capital City of the No. 1 State of the Union.

"As the No. 1 state, and with our population now nearing the 20-million mark, we as citizens and as members of the

trade union movement must assume an ever-increasing responsibility for the impact and influence, for better or for worse, that California will have on the nation as a whole.

"Under the most able leadership of our Executive Secretary-Treasurer, Tommy Pitts, the Federation has continued to be in the front line of the never-ending struggle for economic and social justice for all the people of this state and nation. The record speaks for itself. In this connection, I recommend that all of you take the time, if you have not already done so, to read the reports of the Executive Council and Secretary-Treasurer to this Seventh Convention. You received them at the Credentials Desk when you registered.

"In reporting to you on the administration of my office, I refer you to the aforementioned reports which cover many of my activities in behalf of the Federation since our last convention.

"In charting our course at this convention, our commitment and responsibility are to provide progressive leadership for the men and women who make up the AFL-CIO in California, thus building a better, fairer society in our state and nation.

Federation Policy Statements

"With this in mind, the Executive Council of the California Labor Federation has approved and submitted for consideration by the delegates to this convention, fifteen policy statements which reflect the broad range of interests of this No. 1 state's labor movement. They are: full employment and the economy; unemployment insurance; unemployment disability insurance; workmen's compensation; taxation; labor legislation; agricultural labor; civil rights; housing; education; social security; social welfare; foreign policy; natural resources; and consumer protection.

"Among other things, they call for:

"A major overhaul of the entire state tax structure, including significant property tax relief to aid hard-pressed home owners and low-income renters;

"Enactment of a state-level Fair Labor Standards Act with universal coverage, a minimum wage of \$2.25 and a standard workweek of 35 hours with double time for overtime;

"Legislation to ban the use of professional strikebreakers in California;

"Repeal of Section 14(B) of the Taft-Hartley Act;

"Extension of the National Labor Relations Act to farm workers;

"Federal legislation to close the many tax loopholes now benefiting special interest groups at the expense of wage and salary earners;

"Condemnation of the dastardly armed invasion of Czechoslovakia by the Soviet Union;

"Reaffirmation of U.S. policy in Southeast Asia, including support of the Paris Peace Talks and the President's efforts to end the war in Vietnam on an honorable basis, with assurances that the Vietnamese people have the right of self-determination;

"Support for the United Nations—the world's only realistic hope for lasting, constructive peace, and for all efforts to prevent the further spread of nuclear weapons;

"Legislation to require the Federal Reserve Board to act in harmony with the economic policies of the Administration;

"Establishment at the federal level of an income maintenance program to guarantee for all in need a floor under which family income would not fall;

"Improvements in the state's unemployment insurance, workmen's compensation and disability insurance programs;

"Massive and immediate programs to raze the ghettos, build low-cost housing, provide training to upgrade the skills of minority group members; and immediate action to ban discrimination in the administration of justice;

"More federal aid to education at all levels from pre-kindergarten to adult education;

"Creation of a national health insurance system financed on a tri-partite basis by workers, employers and the federal government;

"A 50 percent boost in social security benefits;

"Creation of a national minimum standard for public assistance payments;

"Consumer legislation to provide effective inspection of poultry and fish; probe the insurance industry; curb the excessive cost of prescription drugs; amend the Food and Drug Act to assure that all drugs and cosmetics sold for human use meet prescribed standards of safety and quality; and an investigation of the ever-spiraling cost of medical care, particularly in hospitals;

"Amendment of the Federal Reclamation Law to provide that no money shall

be appropriated to build any water-delivery system until all excess land owners (over 160 acres for any individual; over 320 acres for man and wife) sign recordable contracts agreeing to sell their excess holdings, with such excess land to be acquired by the Department of Interior at pre-project prices in order to bring the land within the financial reach of small farmers.

"The actions of this convention in the adoption of its legislative and policy programs must be augmented by the election of COPE-endorsed candidates on November 5th if we are to make many of these actions truly meaningful.

Election of Labor's Friends

"Heading up the list of COPE's endorsed candidates is one of the best friends the labor movement of this country has ever had. This country needs Vice President Hubert Humphrey as its next President. He has 23 years of elective office under his belt. In that time, he has never lost touch with working people, minority groups, the poor and the dispossessed. He has never stopped fighting to build a better country for all citizens. By word and deed—as Mayor, Senator and Vice President—Humphrey has been true to the people he represents and responsive to their needs.

"In 16 years in the U.S. Senate, Hubert Humphrey didn't cast one 'wrong' vote as is shown by official AFL-CIO COPE voting records. His overall mark was 60 'right' votes, no 'wrong' votes.

"Among the important 'right' votes H.H.H. cast were more than a dozen on straight labor matters, with as many on civil rights and several on housing, taxes, job-creating measures, education, health care and social security. In the heat of the Landrum-Griffith fight in 1959, his was the most eloquent voice in defense of unions. He said, 'Much of what the unions of America have done for their members and for others can be measured statistically. Perhaps the major contribution of all cannot be measured in dollars, in time, in size. It is that intangible thing that makes everything else in life shrink to nothingness. It is what unions have done to enhance the dignity, the spirit, the personality of the individual.'

"Hubert Humphrey is indeed a true friend of the working people.

The Nixon Record

"Compare Humphrey's splendid record with that of 'tricky' Dick Nixon. Like the

question of whether a zebra can change its stripes, the question confronting voters this year is whether Nixon has in fact done an about-face on many aspects of his entire public record or whether he is merely assuming new postures for political expediency.

"The Republican candidate is attempting to project against his public record about which he seldom speaks. Here is that record—a voting record 76 percent in opposition to the best interests of working people and the social needs of the nation, according to key votes tallied by the AFL-CIO Committee on Political Education during the years he served as U.S. Representative, Senator and Presiding Officer of the Senate as Vice President.

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

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

"On minimum wage issues, Nixon voted to remove a million workers from the protection of the Federal Wage Hour Law. He voted for the Portal-to-Portal Act to permit employers to escape penalties and liabilities for violations of the Walsh-Healy, Bacon-Davis and Fair Labor Standards Act. While Vice President, Nixon even voted for the infamous Knowland Amendment to scuttle procedures to determine prevailing wage rates on public works.

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

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

"Nixon climaxed his anti-labor record with a tie-breaking vote in the Senate in 1959 on a Goldwater motion which converted the Senate's Anti-Racketeering Bill into an anti-labor vehicle paving the way

for enactment of the Landrum-Griffin Act.

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

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

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

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

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

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

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

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

"On foreign policy, Mr. Nixon has voted almost consistently to weaken America's ability to withstand communist subversion abroad. This included a vote in 1960, prior to the invasion of South Korea, against a measure which would have provided sixty million dollars in economic aid to the Korean nation.

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

"Is Nixon a friend of the working man? Not by a long shot, regardless of how he changes his stripes or how he waggles and wobbles.

The Wallace Record

"The dismal record of the third-party candidate, George Wallace, shows that he is no friend of the working man. He killed all proposals for a minimum wage law, preserved Alabama's rigid right-to-work anti-union law, and made sure that

Alabama's workmen's compensation law remains the most unfavorable to labor in the United States. He exploits bigotry and makes claims of his ability to bring law and order to the country when his own state reportedly has one of the highest crime rates in the nation. His state is among the lowest per capita income states in the nation—a prime breeding ground for high crime rates.

"Listen to this on old-age pensions: In 1962, Wallace promised to increase old-age pensions to at least \$100 per month. Between January, 1963, and January, 1967, pensions increased 36 cents from \$69.30 per month to \$69.66 per month.

"The working men and women of this country will not be misled by this demagogue who gives lip service to the rights and needs of the working people.

Support All COPE-Endorsed Candidates

"Now I would like to continue down the list of COPE-endorsed candidates.

"In addition to electing Hubert Humphrey to the office of President of the United States, it is equally important that we help to elect such friends of labor as Senator Edmund Muskie, to the office of Vice President, and Alan Cranston, as our next United States Senator. You well know the reactionary record of his opponent. Also we must help elect the COPE-endorsed candidates for Congress and for the state legislature.

"I call upon every delegate to this convention to do his or her full part between now and November 5th in the election campaign for COPE-endorsed candidates. It is of the utmost importance that we get every member who is a registered voter. Let them know who is friend or foe. Then get them out to vote.

"With this kind of help and cooperation from all of you, COPE-endorsed candidates will win on November 5th. Labor's program for building a better and fairer society in our state and nation will be a winner also.

"So on to victory with Humphrey, Muskie, Cranston and the other endorsed candidates in the November 5th election!

"Thank you very much."

Convention Photograph

At this time, the business of the convention was interrupted briefly while a convention photograph was taken.

PARTIAL REPORT OF CREDENTIALS COMMITTEE

James H. Blackburn, Chairman

The Chair then called upon the Chair-

man of the Committee on Credentials, James H. Blackburn, for a report.

Chairman Blackburn moved that the delegates listed in the partial preliminary report as printed and presented to the delegates be seated according to the Constitution of the California Labor Federation.

The motion was seconded and carried.

Delegate Ernest King of the Credentials Committee, at the request of Chairman Blackburn, then read the list of additions to and deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

Delegate King then moved that the report of additions and deletions be accepted.

Motion was seconded and carried.

Meeting of Credentials Committee

Delegate King then announced that the Credentials Committee would meet at the El Dorado Hotel for further registration at the close of the afternoon session.

Announcements

At this time Secretary-Treasurer Pitts made several announcements.

Escort Committee for Attorney General Thomas C. Lynch

The escort committee for Attorney General Thomas C. Lynch was announced as follows:

Morris Weisberger, Chairman, Sailors Union of the Pacific, San Francisco; C. A. Green, Plasterers & Cement Masons, Modesto; George Mulkey, Studio Electricians No. 40, Hollywood; Ernest King, Boilermakers No. 513, Richmond; Jerry Dowd, State Conference of Operating Engineers, San Francisco; and Kenneth Larson, Federated Fire Fighters of California, San Diego.

APPOINTMENT OF CONVENTION COMMITTEES

President Gruhn then asked that Secretary Pitts read the names of committee members for the convention, appointed by the President. The secretary announced them, as follows:

Constitution Committee

Max J. Osslo, Chairman (Butchers No. 229, San Diego)

Chris Amadio (Machinists No. 1327, Burlingame)

Leonard Cahill (California State Council, Lumber & Sawmill Workers, San Francisco)

M. R. Callahan (Bartenders No. 686, Long Beach)

John A. Cinquemani (Los Angeles Building & Construction Trades Council, Los Angeles)

William G. Dowd (State Conference, Operating Engineers, San Francisco)

Fred D. Fletcher (Newspaper Guild No. 52, San Francisco)

Donald P. Haggerty (Film Technicians No. 683, Hollywood)

Earl W. Honerlah (Carpenters & Joiners No. 162, San Mateo)

Glyn Lister (Fire Fighters No. 778, Burbank)

Stanley Lathen (Retail Clerks No. 373, Vallejo)

Roy Mack (Butchers No. 498, Sacramento)

Burnell Phillips (Central Labor Council, Riverside)

Clyde D. Ringwood (Sheet Metal Workers No. 108, Los Angeles)

William Stumpf (Steelworkers No. 4113, Richmond)

Ray M. Wilson (Hod Carriers & Laborers No. 783, San Bernardino)

Merlin "Jack" Woods (Miscellaneous Restaurant Employees No. 440, Los Angeles)

Credentials Committee

James H. Blackburn, Chairman (Building & Construction Trades Council, Long Beach)

Andy Ahern (Garment Cutters No. 45, San Francisco)

G. J. Conway (Steelworkers No. 3941, Bell)

W. I. Coyner (Tulare & Kings Counties Central Labor Council, Visalia)

Virginia Davis (Motion Picture Projectionists No. 501, Chico)

Paul Edgecombe (Operating Engineers No. 3, San Francisco)

George O. Faville (Humboldt County Central Labor Council, Eureka)

John P. Felix (Hodcarriers No. 89, San Diego)

Robert Giesick (Joint Executive Board, Culinary Workers, Los Angeles)

Elizabeth R. Kelley (Waitresses No. 48, San Francisco)

Ernest King (Boilermakers No. 513, Richmond)

Edwin Michelsen (Butchers No. 516, San Mateo)

Phyllis Mitchell (Office Employees No. 3, San Francisco)

Paul E. O'Bryant (Motion Picture Cine-technicians No. 789, Hollywood)

Pat Sander (Cooks No. 228, Oakland)

Anthony Scardaci (Furniture Workers No. 262, San Francisco)

Ed Wilson (Sailors Union of the Pacific, San Francisco)

Charles Wiest (Los Angeles County Fire Fighters No. 1014, Los Angeles)

Legislation Committee

W. L. Fillippini, Chairman (Building & Construction Trades Council, Santa Barbara)

Sigmund Arywitz (Los Angeles County Federation of Labor, Los Angeles)

George W. Ballard (Railroad Trainmen No. 278, San Bernardino)

Anthony J. Bogdanowicz (Cabinet & Millmen No. 721, Los Angeles)

Robert F. Callahan (Fire Fighters No. 798, San Francisco)

Ruth Compagnon (Waitresses No. 639, Los Angeles)

Manuel Dias (Boilermakers No. 513, Richmond)

Al Figone (Bay County District Council of Carpenters, San Francisco)

Harry Finks (Theatre Employees B-66, Sacramento)

Kenneth M. Hower (State Conference of Painters, Santa Barbara)

H. D. Lackey (Building & Construction Trades Council, Bakersfield)

James Lee (State Building & Construction Trades Council, San Francisco)

Fred L. Martin (Automotive Machinists No. 1305, San Francisco)

Sal Minerva (Northern California District Council of Laborers, San Francisco)

George Mulkey (Studio Electricians No. 40, Hollywood)

W. T. O'Rear (Fresno Central Labor Council, Fresno)

J. J. Twombly (State Conference of Operating Engineers, San Francisco)

Larry Vail (State Council, Retail Clerks, San Francisco)

Resolutions Committee

T. A. Small, Chairman (Bartenders & Culinary Workers No. 340, San Mateo)

Joseph Angelo (Steelworkers No. 4534, Pittsburg)

C. L. Dellums (Sleeping Car Porters, Oakland)

Philip J. Deredi (Apartment, Motel, Hotel & Elevator Operators No. 14, San Francisco)

Al Green (Plasterers & Cement Masons No. 429, Modesto)

Richard K. Groulx (Alameda Central Labor Council, Oakland)

Richard Hackler (Communications Workers, District 9, San Francisco)

Armon L. Henderson (Building & Construction Trades Council, San Diego)

Jay Johnson (Construction & General Laborers No. 304, Oakland)

Kenneth D. Larson (Federated Fire Fighters of California, San Diego)

Everett A. Matzen (Butchers No. 364, Santa Rosa)

Gordon McCulloch (District Council of Carpenters, Los Angeles)

Mary Olson Moran (Hotel, Restaurant, Cafeteria & Motel Employees No. 512, Wilmington)

Samuel Otto (Ladies Garment & Undergarment Cutters, Los Angeles)

R. R. Richardson (San Diego County Labor Council, San Diego)

Melvin Root (Plasterers & Cement Finishers No. 112, Oakland)

Edward T. Shedlock (Utility Workers No. 160-C, Menlo Park)

Morris Weisberger (Sailors Union of the Pacific, San Francisco)

Rules and Order of Business Committee

Howard Reed, Chairman (Contra Costa Building & Construction Trades Council, Martinez)

Marvin Adair (Northern California District Council, Lumber & Sawmill Workers, Redding)

William J. Catalano (Musicians No. 6, San Francisco)

Russell R. Crowell (Cleaning & Dye House Workers No. 3009, Oakland)

Alvin L. Holt ((Barbers No. 1000, Los Angeles)

Richard Lautermilch (Western Federation of Butchers, San Francisco)

C. T. McDonough (Cooks No. 44, San Francisco)

Irvin P. Mazzei (Los Angeles County Federation of Labor, Los Angeles)

Pat O'Malley (Operating Engineers No. 12, Los Angeles)

Isidor Stenzor (Designers' Guild of Ladies Apparel No. 452, Los Angeles)

James T. Stevens (Culinary Alliance No. 681, Long Beach)

Arthur Triggs (Typographical Union No. 36, Oakland)

Ed Turner (Marine Cooks & Stewards, San Francisco)

DeWayne Williams (Northern California Automotive Machinists Council, Oakland)

Walt Zagajeski (Painters No. 1348, Los Angeles).

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

Procedures Concerning Resolutions

Delegate Dugdale (Communications Workers No. 9410) rose to a point of order to inquire concerning procedure for proposing resolutions on the convention floor.

President Gruhn stated that unanimous vote of the convention was required for acceptance and then read, as follows, from the federation constitution:

"All resolutions to be considered by the Convention shall be forwarded in triplicate to the Secretary-Treasurer on or about the 15th day immediately preceding the opening day of the Convention except in instances where such resolutions have been acted upon and approved by regularly constituted and affiliated statewide organizations at Conventions or Conferences held during the 15-day period immediately preceding the opening day of the Convention, in which event such resolution shall be received by the Secretary-Treasurer not later than 9:00 p.m. on the day immediately preceding the opening day of the Convention. The Secretary-Treasurer shall number the resolutions in order received and shall refer them to the proper committee.

"Any resolution not submitted within the time specified under this Constitution which is delivered to the Secretary-Treasurer prior to noon on the first day of the Convention shall be reported to the Convention by the Secretary prior to the adjournment on the first day of the Convention as a late resolution and shall not be referred to any committee for consideration unless and until the Convention so orders by a vote of two-thirds of the members present and voting on such day at such Convention on the request of a Delegate."

"Do Not Patronize"

Delegate Robert B. White (Allied Printing Trades Council, Los Angeles) rose to a point of information and made the following request:

"I have been handed a very interesting list here of "DO NOT PATRONIZE" restaurants and other service establishments in the area of Sacramento. It looks like I can't go anywhere. Since we are going to be requiring considerable services in this city while we are here, may I respectfully suggest that tomorrow we get a "PLEASE DO PATRONIZE" list so we will know where to go to spend our money."

Resolutions Procedure

Delegate William G. Cummings (Boilermakers No. 10, Oakland) rose to a point of order, to point out that the Federation Constitution, as read by the President, required only a two-thirds vote, rather than a unanimous vote, for acceptance of late resolutions, and President Gruhn stated he had been in error, and that only two-thirds vote was required.

Recess

At 11:57 a.m. President Gruhn recessed the convention until 2:00 p.m. of the same day.

AFTERNOON SESSION

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

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Howard Reed, Chairman

The Chairman called upon the Chairman of the Rules and Order of Business Committee, Chairman Howard Reed, for a report.

Chairman Reed stated: "Mr. Chairman and Delegates. The Committee on Rules and Order of Business submits the following report:

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 rule 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 ses-

sions or to call special night sessions by a two-thirds vote.

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

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

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

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

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

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

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

10. **Precedence of Motions During Debate.** When a question is under debate or before the convention, no motions shall

be received but the following, which shall take precedence in the order named:

- First—To adjourn;
- Second—To recess to a time certain;
- Third—For the previous question;
- Fourth—To set as a special order of business;
- Fifth—To postpone to a stated time;
- Sixth—To postpone indefinitely;
- Seventh—To refer to, 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 be at the request of the Chair, be seated while the point is decided, after which, if in order, the delegate shall be permitted to proceed. The

same shall apply while an appeal from the Chair is being decided.

(f) No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by a majority vote of the delegates present and voting; nor longer than five minutes at a time without permission by a majority vote of the delegates present and voting.

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

16. **Voting not to be Interrupted.** When once begun, voting shall not be 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."

On Chairman Reed's motion, the Committee's report was adopted.

Chairman Reed then thanked the committee members. Chairman Gruhn then dismissed the Committee with a vote of thanks.

PARTIAL REPORT OF THE RESOLUTIONS COMMITTEE

T. A. Small, Chairman

The Chairman called upon the Chairman of the Committee on Resolutions for a report.

Chairman Small reported:

STATEMENTS OF POLICY

Policy Statement I:

"I. Full Employment and the Economy

(a) Despite steady economic expansion, full employment still does not exist and the rapid growth of corporate profits has created serious imbalances in the economy.

Poverty remains an overriding fact of life for many, with the bottom twenty percent of the nation's families receiving only five percent of the national wealth.

The federal government must provide strong, inspiring leadership in the effort to achieve a balanced full employ-

... adopted.

positive legislation benefiting free collective bargaining must be enacted, including repeal of Section 14(b), an increase in the federal minimum wage, and enactment of situs picketing legislation."

The committee recommended concurrence.

The committee's recommendation was adopted.

"(b) California needs major improvements in labor legislation, including enactment of legislation guaranteeing all workers the right to organize and bargain collectively; the outlawing of professional strikebreakers; and establishment of a state minimum wage and hour law at least equal to that needed at the national level."

The committee recommended concurrence.

The committee's recommendation was adopted.

"VII. Agricultural Labor

"The past two years have witnessed major breakthroughs in the struggle to organize farm workers, yet the battle to extend industrial democracy to California agriculture has only begun. We pledge our continued support to the farm workers' organizing drives and legislative action to cover farm workers under the National Labor Relations Act and a similar state statute, extend unemployment insurance to farm workers, extend equal coverage under the Fair Labor Standards Act to them, and amend the state's fair employment practices law to cover them."

The committee recommended concurrence.

The committee's recommendation was adopted.

"VIII. Civil Rights

"Continued racial discrimination and injustice have created a severe domestic crisis that threatens to totally divide society. Only unremitting efforts by labor, business, and government can move the nation away from this crisis and towards a society based on brotherhood and true equality for all."

The committee recommended concurrence.

The committee's recommendation was adopted.

"IX. Housing (a)

"(a) Housing needs continue to far outstrip new housing construction as the urban crisis grows and the core

cities continue to decay. New housing efforts and programs, as well as adequate funding of the rent supplement and Model Cities programs and mass transit facilities are needed in order to eliminate urban ghettos and rural slums and improve the social and economic life of low and moderate income families."

The committee recommended concurrence.

The committee's recommendation was adopted.

"(b) Despite the clear-cut need for more homes, California's home industry remains depressed with home construction far below previous levels. The state must provide leadership in revamping the Cal-Vet program and better utilize its credit in order to stimulate home construction and meet state needs."

The committee recommended concurrence.

The committee's recommendation was adopted.

"X. Education

"(a) Public schools are the cornerstone of democracy, yet face many serious problems, particularly in urban areas. The nation's pressing educational needs must be met through greater federal financial support and programs to help the disadvantaged, now heavily concentrated in ghetto schools."

The committee recommended concurrence.

The committee's recommendation was adopted.

"(b) California's educational system, particularly in the field of higher education, faces several difficulties, caused in part by an unsympathetic state administration that has emphasized budget cutbacks, imposition of tuition, and political meddling.

"California can only attract the qualified teachers needed by adopting progressive educational programs and policies, including tax reform, enactment of teacher collective bargaining rights, expansion of adult education programs, and adoption of programs to expand the educational opportunities of low income and minority youths."

The committee recommended concurrence.

The committee's recommendation was adopted.

"(c) Recognizing the many benefits

of labor education and scholarship programs, California labor rededicates itself to the support and expansion of such programs throughout the state."

The committee recommended concurrence.

The committee's recommendation was adopted.

"XI. Social Security

"A national health insurance system financed by worker, employer, and government contributions is needed to assure that every citizen receives adequate health services.

"To meet the needs of the elderly and disabled, social security benefits must be increased at least 50 percent, with special attention directed towards raising the minimum payment; disability recipients must be covered under medicare; a flexible zone of retirement between ages 60 and 65 must be established and the number of 'drop-out' years increased."

The committee recommended concurrence.

The committee's recommendation was adopted.

"XII. Social Welfare

"The millions of people in poverty, many of them receiving public assistance, live out their lives largely forgotten by the nation's more affluent majority. The fact is present public welfare efforts have been a failure. They must be revised, from top to bottom, with programs having national standards based on one criterion: need."

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small then stated: "That concludes a partial report on the Policy Statements."

Resolution No. 8—Chairman Small then read the "Resolved" of Resolution No. 8, and also a letter from the sponsor, National Maritime Union of America, requesting withdrawal of the motion.

A motion was made, seconded, and carried to permit withdrawal.

MESSAGES AND GREETINGS TO THE CONVENTION

At this time, President Gruhn called upon Secretary-Treasurer Pitts, who read the following messages that had been sent to the convention.

PHILLIP BURTON Member of Congress

"Best wishes. Important that Labor and Democrats unite in effort to defeat Nixon and elect Humphrey-Muskie Democratic ticket.

"Phillip Burton, Member of Congress"

AL ALBERTONI, Secretary-Treasurer International Association of Fire Fighters

"President McClellan and the 135,000 members of the International Association of Fire Fighters join me in wishing you a most pleasant, productive and successful conference. We wish to take this opportunity to thank Tommy Pitts, Al Gruhn and the California Labor Federation for their cooperation, support and assistance given to the organized Fire Fighters of California. Please convey our kindest personal regards to all delegates present. Sincerely and fraternally,

"Al Albertoni, Secretary-Treasurer,
International Association Fire Fighters."

JOSEPH BEIRNE, President

Communications Workers of America

"Dear Brother Gruhn:

"On behalf of the more than 440,000 Communication Workers who share your deep concerns for the needs of men and women everywhere, I send personal greetings and the sincere hopes of CWA for a most successful convention.

"History reveals that no year is without its special challenge. Certainly every year in the history of our movement underlines that fact. Yet it seems with each passing day that the decisions to be made in this year of 1968 are particularly urgent—not just for us as trade unionists but for the nation and for the entire free world.

"Surely, it is the everlasting glory of organized labor that it has so consistently addressed itself not only to the needs at the work place, but to the total needs of the total society.

"I am certain that the contribution you and your fellow delegates will make at this meeting, in the course of your earnest deliberations, will add to that notable record of service.

"We have had reasons to be proud of our union. I know you will continue in that tradition.

"Good wishes and good luck.

"Sincerely and fraternally,

"Joseph A. Beirne, President."

FOURTH W. ...

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trial Welfare Commission issued orders prescribing wages and working conditions necessary for the health and welfare of women and children engaged in agricultural occupations—and effective February 1st of this year.

"The Commission ordered reduction of the work week from six to five days and wage increases for women from \$1.30 to \$1.65 an hour, and for minors from \$1.05 to \$1.35 an hour.

"It was and is my contention that many of the thousands of agricultural workers for whose benefits these protective orders were enacted, are migrant farm workers and if their rights are not quickly and decisively determined they may be lost irrevocably.

"My office filed a petition which sought a writ of prohibition to halt proceedings in the superior courts of San Francisco and Los Angeles Counties, and that pending the final determination of the petition, that the Supreme Court permit the Division of Industrial Relations to enforce its orders on wages and working conditions.

"We were denied.

"Then two months ago, two women farm workers—Angele Rivera and Judy Graham—petitioned the California Court of Appeal in Sacramento to issue a writ of mandate which would allow the gains ordered by the Commission.

"My office filed a brief wholeheartedly on behalf of the Welfare Commission and the two determined women, who were represented by attorneys of California Rural Legal Assistance.

"A fortnight ago the Court of Appeal ordered the State Division of Industrial Welfare and the State Department of Industrial Relations to order the shorter work week and the higher wages to the 100,000 women and juvenile agricultural workers. The court also ordered the superior courts to dismiss suits now pending before them. And we are now using our best efforts to speed the local process so that at long last some agricultural workers will be paid a living wage.

"As I mentioned earlier, labor and its friends can never relax their vigil against inroads into its gains. This incident proves that persistence does pay well. This legal skirmish is not over by any means; of that I am sure. There are still court procedures to be exhausted by the growers and their organizations. For a moment we have put a stubborn foot in the legal door, and I promise you we will continue to combat this attack against the human

rights of the 100,000 women and juveniles who work in California's vast agricultural empire.

Women and the Federal Civil Rights Act

"Another case in this general area relates to the interplay of the Federal Civil Rights Act of 1964 and the protection afforded women by California law.

"I have no particular bone to pick with the Federal Act. Far from it. I am a supporter of it. But, may I point out that such court action, based upon preemption, could cause much damage in our state to the protection of women workers.

"For example, a woman employee at North American Aviation wanted to work overtime. It was her contention that the Federal Act preempted the California law so that she could work as much overtime as she and her employer wished.

"Admittedly, she had ample and strong union representation to protect her, but we must also consider the effect of her suit statewide, and particularly on others who did not have union protection.

"In other words, it might be fine for her, but what about women in agriculture, and those who work in the Chinatown sweatshops. If the state law was knocked out as a result of this suit, would it not have left these thousands of other women defenseless? I so thought. I so still think.

"We fought and won the case in Federal District Court and the case is now on appeal.

"In addition, my office is also opposing a woman employee of the Southern Pacific Railroad who also seeks overtime work.

"Oddly enough, neither I nor my staff was informed of this case against the Railroad until its conclusion. We knew nothing about it. Not surprisingly, she won. We are appearing on the appeal and I assure you we will fight to maintain the present protection for all women.

Strikebreaker Legislation

"When we were in San Diego together, I talked about professional strikebreaker legislation. I said then that I would support carefully drawn legislation designed to prevent such men operating in this state.

"In the 1967 session of the legislature, Assemblyman John Foran introduced such legislation. I took a public position in support of the bill. I regret to have to tell you that the bill died in committee.

"In the 1968 session, Assemblyman Edward Elliott introduced similar legislation and again the bill died in committee.

"I assure you that carefully drawn legislation of this type will continue to have my support. And I cite it to you as another example of what has not been happening on organized labor's behalf in our legislature.

"I say again, the lesson is clear. Until organized labor wholeheartedly puts out its best across-the-board effort, as it did when it beat back the Right-to-Work amendment, the best we can hope for is to hang onto the gains obtained under Democratic administrations. And this lesson applies at the national level too. If Vice-President Humphrey fails in his bid to become President, labor can expect a cold hard winter.

"One final word on labor and the law. I speak now as an attorney and as a Democrat because my office does not enforce the National Labor Relations Act. That is a duty of the Federal Authorities. But I have no hesitation in telling you that I fail to see the grape boycott under the NLRA when the Act itself by its own provisions does not apply to workers in the agricultural fields. And I think you should give the legal opinions expressed by Dr. Rafferty the exact weight which they deserve. They are opinions given by a non-union lawyer.

Consumer Fraud

"There are other areas in which the Attorney General also can be of inestimable assistance to the labor forces of California. Among others is the field of consumer fraud.

"Your economic victories mean little if these gains are diluted by consumer fraud. Because of our standard of living, our successful economy, our vast population, California has become the choice target for consumer fraud.

"One of my first acts as Attorney General was to ask for a new law which would put a \$2,500 penalty on each instance of false promises by a con man. We got that law and, believe me, we are collecting.

"In particular, we have stepped up our activities against home improvement frauds. We have moved against phony food packaging and against phony pyramid investment plans. We have pretty well halted the sale of fraudulent health plans, win-a-trip portrait gimmicks, and the like.

"Presently, we are casting a cold and skeptic eye upon the never, never land

of the land boom—the rural and recreational lands of retirement.

"In closing, I can only urge you again to continue your efforts on every level—both public and governmental—to seek improved conditions for the men and women of labor.

"Without your efforts, without your solidarity, without your wholehearted efforts we cannot get the legislation that labor needs. I will do all that I can. I ask you to do what I know you can do.

"If you will recapture the spirit and dedication which led you to that smashing victory over the Right-to-Work amendment, I have no fear that this year we will again show the forces of stagnation and reaction that the labor movement is a force to be reckoned with.

"Thank you very much."

Announcements

Secretary Pitts made several miscellaneous announcements.

Herald-Examiner Strike-Lockout

Secretary Pitts then announced:

"Mr. Chairman, there was a request made of us to take out a short period of time to handle a program for the Herald-Examiner Strike-Lockout Council that is here. They have a short movie which they would like to show. And they have some remarks they would like to provide to explain to all of the delegates what is occurring in the instance of the Herald-Examiner strike situation in Los Angeles. There will be a short address. It will not consume too much time—maybe not as much as is deserved in the instance of this battle.

"If we can proceed with that at this time I think it would be in order. Then we can return to the items of business that are necessary thereafter.

"There is one other little announcement that goes along with it. It says "The projection equipment for the Hearst film is being donated by IATSE Local 252, Sacramento. Tom Dunn, a member of Local 252, is donating his services as projectionist on this occasion."

Bob Rupert (Herald-Examiner Joint Strike-Lockout Council) then stated: "We have everything arranged and we will be ready to go in just a minute."

Here followed a showing of the Herald-Examiner Strike-Lockout Council film.

Following the film presentation, Brother Rupert and an 18-man delegation

on the 11th of the month, and on the 12th and 13th we had a fair day.

On the 14th

John and I went to the

At the

On the 15th of the month, we had a fair day.

On the 16th of the month, we had a fair day.

On the 17th of the month, we had a fair day.

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On the 31st of the month, we had a fair day.

the people on that panel is right here today. His name is Blackie Leavitt; he is from the Culinary and he did a great job for us. There were two other people also; Ralph Rupert from the Thrifty Drug Stores, and Lloyd Baylor, Professional Arbitrator. This panel was appointed with all the public notice that it could get from the press and the media, and the panel asked us to come and meet with them and describe our problems to them and we did that.

"We were at City Hall the day they asked us to be there, the moment they asked us to be there. We had every document that had any regard at all to our bargaining, and we said we would cooperate with them in any way—we would meet them at any time, that we were going to play ball, and Hearst refused to meet with this three-man panel appointed by the Mayor—he refused to meet with them for the purposes of discussing bargaining, and there's a letter on record right now at City Hall in Los Angeles in which this panel, which includes some management people, blamed Hearst for their failure. They said: You can't mediate when one party won't talk.

"It is also a fact that the Federal Mediation and Conciliation Service sent out some telegrams from Washington to the international presidents of the unions involved, and also to George Hearst, asking all parties to come to the Federal Building in Los Angeles for the purpose of bargaining and settling the dispute which at that point was about six months old. The international presidents came from all corners of this country to the Federal Building, and they were right there on the dot, and it is one mile from Hearst's office to the Federal Building in Los Angeles, and he wouldn't travel that far despite the personal invitation he had. He sent two people who said they were not prepared to become involved in protracted negotiations. They could only stay for an hour or two because they had a newspaper to publish.

"That's the sort of problem we have; that's the sort of resistance we encounter; and we are now in the tenth month and we have injunctions coming out of our ears.

Effect on Advertising and Circulation

"You saw in the film where we have been having some rather large picket lines in front of the advertisers; and we are now getting injunctions against that. And that was the last thing that we had left. We are limited right now to a maximum of 32 pickets around the plant at

any given time. The most that we can have at any entrance is four.

"But we have effectively cut their advertising. The figures are printed in Media Records every month. Twenty-five to thirty percent drop in ad revenue. He has phony circulation figures. He says that he has 600,000 circulation, that he has only lost 130,000. But we know that that is not true. He is using a figure half of which predated the strike to phony his circulation figures and beat the advertisers. And we have cut his circulation in more than half. In paid circulation he has lost at least 375,000 readers. You could start two brand-new Sacramento Bees with the readers that Hearst has lost. So we have been effective, but we haven't been effective enough—or we wouldn't be here.

Labor Movement Is Being Tested

"As I said, we have only got one place to go. We frankly admit that we are on our last legs. We feel that we are being tested. Our unions are being tested. Our labor movement is being tested.

"I think that the Herald-Examiner problem is not the only indication of that. I think the upsurge of the conservative political philosophy is likewise an indication.

"I was just reading the statement attributed to Nixon and Rafferty in an editorial out of the scab-produced Herald-Examiner on the Farm Workers' strike. Copies of this are here if you want to read them. They certainly are not favorable to us.

"We feel that these are all signs that the extreme right wing is getting bolder; and the Herald-Examiner, I think, is the sounding board in Los Angeles for this extreme right wing.

"We feel that Hearst's behavior, his resistance, at the bargaining table indicates that he thinks that the labor movement has lost its guts. We had a group of union people go to have a meeting with Thrifty Drugstores a couple of months ago and we told them: If you don't pull your advertisements out of the Herald-Examiner, we are going to picket you. We are going to hurt your business.

"And the President of Thrifty Drugs said: You may hurt our business, but you aren't going to win this strike because the labor movement is paying you lip service.

"That's a quote. And we think that he believes, and we think that Hearst believes that we in labor have had too much prosperity, and that it has made us fat

and made us sluggish and that we won't move. And right now, for the sake of the people who came here with me and the other two thousand people who have been out of work for ten months in Los Angeles, I plead to all of you to tell Hearst and to tell Thrifty and to tell The Establishment that they are wrong, that we haven't lost our guts.

Strong Support Needed

"We have had a lot of good resolutions, and I feel that the one that we have in front of this Convention is a good one. But resolutions are not enough. And we have had a lot of financial help, and we need more, because we are fighting this man with a peashooter, and he is a giant. He has \$500 million liquid assets. We need financial contributions to keep fighting this strike. We have had a lot of strong supporting speeches, but none of these things have turned the tide in our favor. None of these things have generated any real bargaining for us—and meanwhile our two thousand people are there.

"We think that what we need is a return to the pioneer spirit that the labor movement had in the '30s. We think that what we need is to have the labor movement roll up its sleeves, and we think the time is right. And all the discussion that I have heard around this convention indicates to me that you know that the future looks very grim for us unless we stand up to be counted.

"We know that Hearst has open-shop plans, and we are ten months out. You are all labor experts. You know what can happen after twelve. We are taking legal action to stop it from happening, but we don't know that we can win in the courts. You know what can happen after twelve. And we know that Hearst has open-shop plans.

"Yesterday I had a call from the person who told me that he had it from an unimpeachable source (and aren't they all?) that a merger is planned between the Los Angeles Times and the Herald-Examiner, and that the merger can't be accomplished unless the Herald-Examiner is non-union.

"On the surface of it I can't imagine why that would be in any way acceptable to Chandler, but I really don't know the inner workings of those two giant corporations. But we know that Hearst has open-shop plans, and just maybe he is not too many months from an open shop. And none of us can afford that.

"For the two thousand families that's immediate. They can't afford it because

they are broke. But I don't think that any working people in California can afford to see it happen.

"I think that you are our last hope, and that's why we are here. And we feel that you have got to act, and we feel that you have got to act very quickly. And we ask you to please, please become personally, actively involved. And we ask you not to wait because next year may be too late.

"I just want to share the concluding remarks that the Attorney General made before me. He said: It's time the labor movement again proves that the labor movement is a force to be reckoned with.

"I ask you on behalf of our two thousand striking locked-out workers and their futures to prove it.

"Thank you."

SUPPORT FOR HERALD-EXAMINER STRIKERS

At this time Federation Vice President Chris Amadio and Delegate Sig Arywitz (Los Angeles County Federation of Labor) expressed their support for the strikers and urged support from all convention delegates.

Secretary Pitts then spoke as follows:

"Mr. Chairman, I think that I should offer a motion so that we direct ourselves towards progress in this instance rather than just more discussion.

"I would like to offer a motion that the Chair no later than tomorrow morning announce a committee from this convention to meet with representatives of the Herald-Examiner Strike-Lockout Council and the unions involved in this strike, including the Los Angeles County Federation of Labor representatives, for whatever time may be necessary—except that they shall bring a report and recommendations back to this convention before the convention adjourns here in this city, to, if I may put one injunction in the motion, deeply involve the labor movement of the state of California in the Herald-Examiner strike activities."

The motion was seconded, and the following delegates spoke in support: Herman Leavitt (Bartenders No. 284, Los Angeles), Vice President Fred Fletcher (Newspaper Guild No. 52, San Francisco), Richard Hackler (Communications Workers District No. 9, San Francisco), Joseph Seymour (Operating Engineers No. 12, Los Angeles), Richard Groulx (Central Labor Council of Alameda County), Robert Ash (Retail Clerks No. 870, Oakland), George Johns (San Francisco Labor Council), Emerson Street (Central Labor Council, Santa Clara County), G. J. Con-

way (United Steel Workers No. 3941, Bell), R. R. Richardson (San Diego County Labor Council), and Art Carter, (Contra Costa County Central Labor Council). The latter also asked that he be included in the committee to be formed.

Delegate Leavitt also expressed the hope that the strikers would give convention delegates an opportunity to take up a collection for them. Delegate Seymour announced that Local 12 Operating Engineers would contribute \$5,000 now and make monthly contributions of a yet-undetermined amount. Delegate Hackler announced that Communications Workers would pledge \$5,000 at once.

Delegate C. B. Hughes (Union Label Council, Los Angeles) Financial Chairman of the Herald-Examiner Strike-Lock-out Council, expressed great appreciation for all the support, both moral and financial.

Secretary Pitts' motion was then voted on and carried.

Contributions at Convention

Secretary Pitts then announced:

"Mr. Chairman, mention was made during the discussion about solicitation. Bob Rupert has recognized that there are things this convention must continue doing, but the people who were here on the platform have taken themselves to the outside area of the auditorium, and on the adjournment of the convention, as you pass out, you will have your opportunity to make a contribution if you choose to the people who are there soliciting funds to wage this campaign effort."

Secretary Pitts then referred to the request of some delegates who wished to be included in the committee, and stated that, in the interest of having a smaller, less unwieldy, group meet with the Strike Council, it was advisable that the Chairman select the committee.

Announcement from Committee on Legislation

At this time, W. L. Fillippini made the following announcement:

"Mr. Chairman and Delegates, this is an announcement that your Committee on Legislation requests that the sponsors of the following resolutions hold a meeting tomorrow in Memorial Hall at 2:00 o'clock, September 24th.

"The purpose is that with respect to certain of the resolutions, it is to be emphasized that the Committee believes they may involve jurisdiction of several affiliates, and if this is the situation, in

addition to the sponsors, all of those who are interested in the resolutions may likewise appear at that time if you feel you may be involved." (The resolutions were Nos. 3, 4 and 5.)

"In addition to those three resolutions, we would like the sponsors of these resolutions to also appear for purposes of clarification of the resolutions." (These resolutions were Nos. 16 and 17.)

Late Resolutions

The Chairman then recognized the Secretary, who stated: "Mr. Chairman, I have a number of Resolutions here which are Resolutions in accordance with the Constitution that I am bound to report to the Convention do not conform to the time requirement set forth in the Constitution, except that they be considered as late Resolutions.

"One Resolution is from NMU, San Francisco, September 22nd, in support of Senate Bills 2086 and 2087.

"Another Resolution from the same source dealing with Construction of Passenger Vessels and another one from the same source, to build fishing fleets. There is another one on Union Travel on U.S. Ships.

"These Resolutions are not in conformity with the Constitution in any way whatsoever, because they bear not the seal nor the signature of the organization. We just happen to be able to tell where they came from by what is in them, so I would move, Mr. Chairman, in the instance of these three Resolutions that they not be referred to the Committees."

The motion carried.

Secretary Pitts continued: "I have another group of Resolutions from the Boilermakers No. 6. These are postmarked September 10th when the cutoff date was September 8th. One is the need to accelerate building of Rapid Transit and another is Oil Tanker Building. Another is Jury Duty Pay which is similar to Resolution 45 that you already have in your book from the Machinists from Barstow and another on the Shipbuilding Conference.

"I would move in this instance that these Resolutions not be referred to the Committee."

The motion carried.

At this time Delegate Herman Solomon (Boilermakers No. 6, San Francisco) requested reconsideration, but was ruled out of order as he had not voted on the motion.

Visit of Vice President Humphrey

Delegate Jesse Bernard (Laborers No. 294, Fresno) rose for a point of information concerning the time and date of Vice President Humphrey's appearance at the convention, and was told he would be informed later.

Request for Reconsideration

C. C. Cox (Boilermakers No. 6, San Francisco) requested reconsideration of Delegate Solomon's motion, but was ruled out of order, as Delegate Solomon had not made a motion.

Delegate Solomon again moved reconsideration, but was ruled out of order.

Further Late Resolutions

The Secretary continued:

"Proceeding, Mr. Chairman, with additional resolutions from Plumbers 709, Los Angeles, postmarked September 13th—about six days late: License Sprinkler Fitters.

"This is the same as Resolution No. 5 which the California Pipe Trades Council of Oakland has in already.

"In the instance of another resolution, 'License Fire Protective Installers,' this is the same as Resolution No. 4 introduced by the California Pipe Trades Council of Oakland.

"Therefore I move that these two resolutions not be referred. They are already cared for in two other resolutions."

The motion carried.

Secretary Pitts continued: "Another late one, from Los Angeles County Probation Officers No. 685. It came in as late as September 19th. It is on Civil Service status for probation officers.

"I move that it not be referred to the Committee."

The motion carried.

Secretary Pitts continued: "Two resolutions from Boilermakers-Blacksmith Lodge No. 10 received September 23th. These are quite late. One deals with unemployment compensation in trade disputes. It is similar to Resolution No. 13 from the Lumber & Sawmill Workers.

"The second was received on the same date, just here today. It is concerned with safety orders. No resolution on that subject matter has appeared, but I still move that these two resolutions not be referred to committees."

Motion was seconded.

Secretary Pitts spoke in support of his motion.

William Cummings (Boilermakers No. 10, Oakland), Frank White (United Steelworkers No. 1304, Emeryville) and Joe Roberts (Bay Cities Metal Trades Council, San Francisco) spoke in opposition.

Delegate Cummings wished to speak again after the motion was about to be voted on, but was ruled out of order.

The vote was taken, and the Chair ruled the motion had carried.

Delegate Cummings called for a division of the house on the vote.

At the President's request the Sergeant-at-Arms counted the delegates as they took a standing vote.

The Secretary's motion not to consider the late resolution passed by a vote of 176 to 142.

Delegate Alvin Holt (Barbers No. 1000, Los Angeles) rose to inquire if the Boilermakers could not appear before the committee considering a similar resolution, in order to express their viewpoint, and was informed this was entirely possible, if they so requested.

Delegate C. C. Cox (Boilermakers No. 6, San Francisco) so requested, and was asked to make his request to Chairman Fillippini of the Committee on Legislation.

Secretary Pitts continued: "Another one, from CWA Local 9410, which just arrived today with respect to California State Boards.

"I move the same motion, Mr. Chairman, with respect to this resolution."

Motion was seconded.

Delegate Dugdale (Communications Workers No. 9410, San Francisco) spoke in opposition.

Delegate Wade (Hardwood Floor Layers No. 1861, Mountain View) moved adjournment but was ruled out of order.

Secretary Pitts spoke in support of his motion and reminded the delegates they could always send resolutions to the Executive Board for consideration.

The motion carried.

Adjournment

Secretary Pitts then moved the convention recess until the hour of 9:30 Tuesday morning.

The Secretary's motion passed, and the convention adjourned at 5:10 p.m., to reconvene Tuesday at 8:30 a.m.

SECOND DAY

Tuesday, September 24, 1968

MORNING SESSION

The Convention was called to order by President Gruhn at 9:57 a.m.

INVOCATION

**Reverend Philip W. Bergstresser,
Associate Pastor,
St. John's Lutheran Church**

The Chairman then presented for the purpose of the invocation the Reverend Philip W. Bergstresser, Associate Pastor, St. John's Lutheran Church.

"Let us pray.

"Almighty God, Heavenly Father, Who has ordained work and Whose Son was a carpenter and Whose Chief Apostle a tent-maker and Whose Disciples largely were fishermen, keep us vigilant in this year of sweet talk that we may have the wisdom to discern the wolves who come to us in sheep's clothing and who would lay waste that which our fathers have built for us.

"May we be governed by love and not fear and be alert to the truth that we are to bear one another's burdens and the burdens of our nation.

"Open our eyes to see the woes of our land, the despair in the lives of many and the deep and shameful wrongs that cry to be put right.

"Give to us the vision of our land as You would have it be and as You alone can fashion it.

"Make us Thy servants, giving us no rest or discharge until You have wrought this work of compassion, that generations yet unborn may praise Your name.

"We ask this for Jesus Christ's sake. Amen."

Corrections in Proceedings of the First Day

At this time Secretary Pitts announced some corrections to the First Day Proceedings, as printed. (These corrections have been made in the final proceedings.)

REPORT OF COMMITTEE ON LEGISLATION

W. L. Fillippini, Chairman

The Chairman then called on Chairman W. L. Fillippini for a report from the Committee on Legislation.

Chairman Fillippini repeated the previous day's announcements, requesting sponsors of various resolutions or others

interested to meet with the committee on these subjects.

He then reported on the following resolutions:

Resolution No. 92 — Amend Article 3 of U. I. Code re Appeals Board.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 91 — Discharge for Garnishment not Disqualifying.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 89 — Add Dependency Benefits to U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 13 — Amend Unemployment Insurance Code.

"Your Committee recommends that the fourth 'Whereas' be stricken. As so amended the Committee recommends concurrence and I move adoption of the Committee's recommendation, Mr. Chairman."

The committee's recommendation was adopted.

Resolution No. 14 — Unemployment Insurance and Vacation Pay.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 26 — Unemployment Compensation.

"Your Committee recommends concurrence in the Second Resolve of this Resolution. However, since the First Resolve does not call for the adoption of state legislation and is therefore outside the jurisdiction of your Committee, your Committee recommends that portion of the Resolution be filed.

"I move concurrence with the Committee's recommendation, Mr. Chairman."

The committee's recommendation was adopted.

Resolution No. 74 — Amend Sec. 1252 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 75 — Amend Section 1262 of the U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 76 — Delete Sec. 1262 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 77 — Amend Section 1253(d) of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 78 — Amend Section 1032 of the U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 79 — Amend Articles Nos. 3 and 4 of the U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 80 — Legal Detention Not Disqualifying.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 83 — Amend Section 1256 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 84 — Amend and/or Cancel Sec. 1260 of the U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 85 — Amend Sec. 1252 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 87 — Amend Sec. 1279 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 88 — Amend Sections 1253c and 1257b of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 90 — Amend Sec. 1030.5 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

This concluded that portion of the report of the Committee on Legislation.

ALAN CRANSTON

Democratic Senatorial Candidate for the State of California

Introduction

At this time Alan Cranston, Democratic candidate for the U. S. Senate for the State of California arrived and was greeted by President Gruhn in these words:

"At this time it is a pleasure to me to introduce to you a man to whom you just gave a very wonderful ovation, one who I am confident will be the next United States Senator from California, Alan Cranston."

Address

Alan Cranston then spoke to the delegates:

"Thank you, Al, Tommy, our old friend, Neil—it is great to see you back in California—and hello to each of you.

"I deeply appreciate that warm welcome, and together with that sort of enthusiasm we are going to accomplish great things this year in California.

"Let me first say that for a long time one of my hobbies has been collecting gems from the lips of politicians in America; malaprops that have popped out of their mouths during their campaigns and other moments. For a long time, my favorite has been from a man running for the Senate from the State of Washington, and he asked the great rhetorical

question: 'Where would this country be without this great land of ours?'

"I actually heard a candidate for the Assembly in California up in the Mother Lode country a few years back, seek to describe himself, and what he said was: 'I am not right and I am not left—I am mediocre.'

"A candidate for Congress in Mississippi shouted: 'These literacy tests don't prove nothing.'

"Lately I've been absorbing with great interest the words of Mayor Daley of Chicago, as all of you no doubt have. Those of you who saw him on television or were in Chicago are well aware that this is a very sensitive soul; so he recently said: 'They have vilified me, they have crucified me—yes, they have even criticized me.'

"The other day on nationwide radio and television, he said: 'Our police are not in the streets to cause disorder; our police are in the streets to preserve disorder.'

"I would like to touch upon a few issues right at the outset, and the way I am going to do it is by stating the positions of one of the presidential candidates. I do not necessarily endorse each of these, but it is a way to touch upon a lot of issues all at once and I am referring to the candidate of the Stag party, Pat Paulson.

"This is what he says about Americans' aims:

"He says, 'I know what the average American wants; in fact, I'd like to get a little bit of it myself.'

"On the Supreme Court: 'Why should we tell embezzlers, kidnappers, burglars and murderers their rights? If they don't know their rights, they're in the wrong business.'

"On the draft: 'A good many people feel draft laws are unjust. These people are called soldiers.'

"On Social Security: 'When they started Social Security, they told us they would take care of the old folks. Now there are more old folks than ever before.'

"Let me first thank you very, very deeply and warmly for your endorsement in this race for the United States Senate. It means a great deal to me and I thank you, each of you, for it.

"I want to renew the pledges that I have made in the course of this campaign and I want to say how pleased I am by the polls. You will see a new one

this morning that shows Rafferty dropping. The more he talks, the more positions he takes, the more the people of California look at him, the more precipitous, I think, that drop will be.

"Let me say that I am not at all misled nor overconfident by those polls. I know how he closes with a rush. The greatest fear is that he will overwhelm us with money and in the media in the last two weeks. So we need all the help we can get to insure that we can match Mr. H. L. Hunt of Texas and others like him who back Max Rafferty.

Action Pledged

"As your senator, I will work for peace in Vietnam; I will continue to support the Paris negotiations which Max Rafferty scorns. If it appears that no matter what we do, that that war goes on, then I will fight as hard as I can fight for de-Americanization of that war, for aid in terms of material and training and weapons. But as the boys of South Vietnam move into combat, I say we must phase out American troops and get them home where they belong.

"As your senator, I will work for peace at home, for tranquillity, for safety, for security in the home and on the streets of America. It is time that we end the killing in our cities; it is time that we endorse the law more effectively, more safely, more surely than it is now endorsed. I call for a program of federal assistance to upgrade the law enforcement capabilities of local police.

"I believe that the property owner cannot be expected to provide the funds that are needed not only for education, where we see school bond after school bond issue, and tax override after tax override for education voted down. So we need greater federal aid for education, but we need also greater aid to local communities to finance law enforcement operations that owners of homes and businesses and farms cannot be expected to pay for, in view of the outrageously high, run-away property tax in California.

"Max Rafferty calls himself the law-and-order candidate. We know what that is supposed to mean to certain people. I call for law and justice.

Our Present Needs

"We cannot have law without justice; we cannot have justice without law. America is suffering from three great wounds: the terrible unceasing flow of young American blood in Vietnam; the fear, the hatred, the violence in our cities; and the loss by many of our young

people of faith—faith in America, faith in our institutions, faith in our political processes and even faith in themselves.

"These three wounds are not unrelated, and they must be healed. The killing must stop. Americans and Vietnamese must stop killing one another, and black and white Americans must stop killing each other. And if we can achieve this; if we can renounce and reduce and end violence and if we can restore peace, then all Americans can join in full and productive participation in American life.

"Today we hear politicians like Max Rafferty seriously propose that an America conceived in liberty should resort to police-state tactics to keep the peace while at the same time men like Rafferty callously ignore the underlying causes of violence and fail to seek in any serious way to find cures to that violence.

"Americans want to end the violence. The question is: how do we achieve it? How can we achieve peace abroad and peace and safety at home?

Achieving Through Political Processes

"We know what can be achieved through political processes, and so we must elect men who believe in a progressive America — men who believe in a just America and an America committed to economic justice for all our people.

"And let me say that I doubt that any man in public life today has a greater record than one particular American, of dedicated and tireless work for social and economic justice for all Americans. The man about whom I am talking is Hubert Horatio Humphrey.

"I congratulate you on your loyalty and upon all you are doing to insure his election.

"In our race for the United States Senate (and I say 'our race' because it is not mine alone—it belongs to you and many others in this state) the help is needed of every one of you if we are to win. Your votes are needed in November. The votes of your families and all your friends and all your union members are needed. The votes of your neighbors. And your work is needed between now and election day to insure that those votes come to the polls on election day. For what is at issue here is a contest between the America that you and I believe in and the America that men like Max Rafferty believe in.

"We believe in an America of faith and progress, contrary to the views of those who counsel fear, retreat and retribution. We believe in an America that seeks a negotiated peace abroad, withdrawal of

American troops with honor and conscience and care from Vietnam, as against those who advise that we should turn the war over to the military and tell them to escalate it—running the risks of World War III and an atomic holocaust.

"We believe in an America that pursues equal justice under law for all Americans against those who counsel military courts in the streets, as my opponent suggests, and national police forces to supersede the local police, as my opponent suggests; approaches to law enforcement that are more characteristic of a police state than of a free, and a confident and a hopeful America.

"With your help we are going to win this campaign. And when we have won it, we are going on to Washington to work for peace, and we are going to work for full employment, a guaranteed job for every American able to work.

Fulfilling the American Promise

"In this rich country of ours it is time that we fulfill the long-unfulfilled American promise of full employment. We must work to help the country get its economy under control so that we can stop the inflation, most of it stemming from Vietnam now, that undermines the dollars that we get in our pay envelopes. We must work to protect labor's hard-won rights by fighting against so-called right-to-work laws and for repeal of Section 14(b) of Taft-Hartley.

"We must work together to extend the protection of the National Labor Relations Act and minimum-wage protection to all Americans, and most especially to farm workers who live in this land and in this state in degradation and in misery.

"We must work together and we will work together to strengthen social security so that benefits can be adjusted with the cost of living and to broaden coverage under Medicare and to get a rein on the rising health-care costs which are impoverishing Americans and depriving them of the medical and dental care that so many of them need and now go without.

"In short, after I defeat Max Rafferty with your help, I am going to work for a world of peace and an America at peace, and an America of growing dignity and of ever-expanding, ever-more-equal rights for every citizen. That is our cause.

"I believe the people of California will respond to our cause. I believe they will respond to reason. I know that with your help we can win not only a narrow victory, but a stunning, sweeping victory

that will reverse the adverse tides that have been running in California.

"With your help that is what we will together do.

"Thank you very much."

Appointment of Committee on Herald-Examiner Strike-Lockout

President Gruhn then stated that he had appointed a committee on the Herald-Examiner Strike Lockout, and, at his request, the Secretary read the names, as follows:

"Joe Angelo (Steelworkers), Chairman; Max Osslo (Butchers); Sig Arywitz (Los Angeles County Federation of Labor); James Lee (State Building Trades); and Dick Hackler (Communications Workers of America).

The Secretary continued: "And I would ask the Chairman of the committee to come to the platform to confer with me so that we can, if possible, make arrangements for meetings at the earliest possible time with the organizations involved and interested, so that we can as early as possible get a report back to our convention as to the results of the committee's activities."

Committee Meetings Announced

At this time there were announcements of meetings of the Committee on Constitution and the Committee on Resolutions.

CHARLES J. HITCH

President, University of California

Introduction

President Gruhn then presented the next speaker, Charles J. Hitch, President of the University of California.

"Delegates, at this time it is a deep pleasure for me to present to you a man about whom most of you have read quite a bit in recent months; one who has been carrying on a fight to build and strengthen our great University of California. It is a very important area of labor's concern.

"At this time I present to you Charles J. Hitch, President of the University of California."

Address

President Hitch spoke as follows:

"I am very pleased to be here.

"On my way to the auditorium, I was reflecting on how greatly times have changed. I can remember the day when we academic people had to come to the labor unions when we wanted to study such social phenomena as strikes, picket

lines and sit-ins. Now, of course, we have only to step outside our campus offices, or sometimes not even that far!

Labor and the University

"Although not a union member myself, there are times when I identify with the labor movement, especially in its early days. When the unions were trying to gain a permanent place in our society, it must have seemed that all other parts of that society were arrayed against them. Following the events of last week I find myself opposed, censured, or at least not thought well of, by some or all of the following: students, the State Assembly, faculty, the State Senate, Regents, the Executive Branch, and the public-at-large. A new proverb would seem to be in order: 'Education, like politics, makes strange bedfellows.'

"Some time ago, the prime relationship between a university and labor was that of employer and employee. Today, of course, that relationship continues, but we also find union members among our students, our research clients, our colleagues, our benefactors, and occasionally our Regents. Increasingly, unions are seeking university-trained experts. And I should add that this is a two-way street. When the University of California was seeking an expert to head our Center for Labor Research and Education, we looked to the AFL-CIO and were fortunate enough to entice your research director, Don Vial, to our Berkeley campus. Many of you are probably familiar with the work of the Center, which was created specifically to provide university resources of research and adult education for the California labor movement. Union representatives work with University staff members in the planning of programs for the Center and also for its parent organization, the Institute of Industrial Relations.

"Another valuable link between higher education and the California labor movement is provided by the AFL-CIO scholarship program. In the current year 21 students are attending colleges and universities of their choice on scholarships provided through the California Labor Federation and co-sponsoring union locals. The interest in this scholarship program is intense; I am told that 1600 students made preliminary applications for the awards last year and that 900 actually took the competitive examinations for the 21 scholarships.

Phenomenal Growth in Higher Education

"These numbers really tell the story of

California higher education today—the story of the eagerness of California youth for a college education, their need for financial support, and the demand which seems constantly to outstrip the supply despite the phenomenal growth of California's colleges and universities.

"Your officers suggested that I might wish to talk this morning about 'the higher education needs of our growing state.' I should like to do just that, and then, if I might, turn the tables very briefly and discuss what higher education needs from the state.

"The state's most obvious need is to meet the individual aspirations of soaring numbers of young people for a college education. In the last ten years California's total enrollment in higher education has more than doubled to over 800,000, and the flood continues.

"Now, everyone knows that California is the number one state in population, and so it is only logical to expect that with more people there would be more students as well. But what everyone does not realize is that ever-increasing percentages of high school classes are now hoping and insisting on going to college. I'm sure many of you remember when the University of California consisted of one campus at Berkeley. We now have nine campuses with three quite new ones at Santa Cruz, Irvine, and San Diego. We didn't build these just for the hell of it! What I'm trying to say is that new campuses and new facilities were and are needed simply to keep even.

"And we have no reason to believe there will be any change in this trend. The best current estimates show that the combined new enrollment of the State Colleges and the University of California will average 14,000 students annually for some years to come. This means that if we are to meet the needs of Californians for college education, we will need to provide each year the equivalent of one new institution larger than Stanford University . . . and this doesn't even include the junior colleges.

"Beyond the individual aspirations of its citizens, the state as a whole has urgent needs for graduate and professional training—of teachers, lawyers, engineers, architects, and many others. Let me take the health sciences as a case in point. Medi-Cal, Medi-Cal, the private health plans, and the increasing number of public health clinics—all these are raising the health care standards of Californians in impressive and much-needed ways. But they are also greatly multiplying the need

for physicians, dentists, and other health care personnel. The Carnegie Commission on Higher Education, headed by former University of California President Clark Kerr, has recommended as one of the most urgent national priorities for higher education by 1975 the provision of training facilities for 60 percent more medical students. In response to these urgent needs, the University of California is expanding its existing medical schools in San Francisco and Los Angeles, and is building three new medical schools at Davis, San Diego, and Irvine. I scarcely need tell you that this kind of training and the facilities involved are very costly—but I believe the cost to society of a critical shortage of health services is tragically higher.

"In his new book, *The American Challenge*, the brilliant French economic and political critic, J. J. Servan-Schreiber, emphasizes the role of American universities in research and technological innovation and industrial growth. Noting the American nation's massive commitment to excellence, to what he calls our eagerness to 'wager on man,' he urges the overhaul of European higher education along lines suggested by the American model.

"In California the contribution of the University to the scientific development of agriculture has been basic to the state's economic growth, and now our institutions of higher education are a prime factor in California's national leadership position in research and development and in allied scientifically-oriented industries. Clearly, California's gamble on man has paid off.

Crucial Need for New Ideas

"But perhaps the most crucial need of all today is for ideas. Now as seldom before we are a state and nation, and indeed a world, in need of answers, of ways to reach the ends we all share—individual self-fulfillment, freedom and equality and a fair measure of economic well-being for all men, peace and goodwill in our cities and among nations. And it is primarily to our colleges and universities that we must turn for the survey of past knowledge, the examination of current ideas and values, the search for new concepts and solutions, which in total comprise the essence of human thought today.

"Occasionally, when the need is obvious and urgent, an institution may decide to focus a substantial part of its efforts upon a single field or a related series of problems. The University of California has recently made such a decision with respect to a crucial problem of contempo-

rary America—the urban crisis. We hope to concentrate an important share of our institutional resources on both research and action programs seeking answers to the combined problems which make up the urban crisis: poverty, racial concentration and discrimination, and environmental neglect.

“As a first approach to the problem, we are sponsoring a conference of all elements of California education—public and private, pre-school through college—to consider how to improve access to higher education for Californians of all races—access which is now not equally available to all because of barriers of cost, motivation, and earlier academic preparation. We hope that this conference will provide a basis for co-operative, effective action.

“We are painfully aware that progress in this field will be slow and perhaps too little, too late. We are realizing increasingly as we move farther into the problem how very difficult and complex it is. But it will never be more timely to make a beginning, and the solution of these problems is absolutely vital for the health of our society.

“Thus, the state of California has several needs for higher education: to fulfill the aspirations of our students, to meet the requirements for trained experts of all kinds in an ever more complex society, to furnish the essential stimulus for the state's economic growth, and to provide the flow of ideas that offer our best hope of solving the grave social and political and economic issues that threaten to divide men and societies today.

Financial Support Essential

“If our public colleges and the University of California can do their share to meet these needs with any substantial measure of success, then they will indeed be fulfilling their obligations both to the people of this state and to the broader world of scholarship. But can they? I would answer this crucial question with a cautious ‘yes, but . . .’ for I would like to stress that the final answer depends very directly upon whether the people of California will in turn meet two essential needs of higher education. The first is adequate financial support. We all realize that the costs of all public services are rising sharply and that state budgets do have limits. But we must point out as forcefully as possible the need for University funds, the long-run consequences if they cannot be provided, and the benefits which the whole state stands to realize from strong support of higher educa-

tion. The budget restrictions of the past two years have imposed serious limitations on the University of California's ability fully to meet the state's higher education needs.

“Let me note again Servan-Schreiber's thesis that investment in education is a major factor in America's greatness. I think this is true for the nation as a whole and, in the past, most profoundly descriptive of California. I hope it will be true in the future.

“I mentioned earlier the need for expansion of facilities, particularly those related to the health sciences. Proposition 3 on the November ballot calls for a State bond issue of \$250,000,000 to construct urgently-needed University, state college, and urban school facilities. One-third of the University's share of Proposition 3 monies would go toward providing for the education of doctors, dentists, nurses, and paramedical personnel. And \$50,000,000 is earmarked to help finance improvements to substandard elementary and secondary schools in urban areas of the state—an essential approach to solving the urban crisis. I urge all of you to familiarize yourselves with the case for Proposition 3—I may be showing my bias, but I think you will find it convincing.

Freedom to Make Needed Changes

“Well, I've made my money pitch, and it's something you probably expected to hear, but it is vital to all of us. And equally vital is your moral support and indeed the support of all Californians for the necessary measure of freedom and autonomy to change, to evolve, to respond afresh to new circumstances, to engage in what John Gardner has so aptly termed institutional self-renewal. The University and our other institutions must have the leeway to try new academic structures, new curricular patterns, new research approaches, new service programs in response to the new knowledge and the new issues of our times. Certainly I do not wish to claim that all change is good. But one thing I can say with assurance: no change at all is bad. The men who founded this nation foresaw with great clarity the value of the steady evolution of human endeavor. It was Thomas Jefferson who said:

‘I am not an advocate for frequent changes in laws and institutions. But laws and institutions must go hand in hand with the progress of the human mind. As that becomes more developed, more enlightened, as new discoveries are made, new truths dis-

covered, and manners and opinions change, with the change of circumstances, institutions must advance also to keep pace with the times.'

"If our institutions of learning are provided the financial support and the freedom for responsible innovation and change, then we can and will meet the needs of this state for higher education on a level of excellence, a level which Californians have carefully nurtured. I am confident that we will receive this support, because the University belongs to the people of California, and its success is their success."

Announcements

The Secretary then made miscellaneous announcements.

JAMES LEE

President of the California State Building and Construction Trades Council

Introduction

President Gruhn next presented James Lee, President of the California State Building and Construction Trades Council.

"Delegates, at this time it is a pleasure for me to introduce to you a young fellow who has taken over quite a responsibility in this state, one of a large Trade Council, and I am truly pleased to have the opportunity to present him to you today for the first address to our convention in his capacity as President of the California State Building and Construction Trades Council, James 'Jimmy' Lee."

Address

James Lee then delivered the following address:

"President Gruhn, Secretary-Treasurer Pitts, President of the Building Trades Department Neil Haggerty, Members of the Executive Council Honored Guests, Brother and Sister Delegates:

"I would like to talk to you for a few moments about the common interests and goals of the State Building Trades and this Federation in building a stronger labor movement in our state.

"As most of you know, I have been with the State Building Trades for 12 years, most of the time as Assistant to the President. In recent years I have been its advocate in Sacramento and therefore think I can speak with some authority on legislative developments over the past few years.

"In 1958, partially because the right-to-work fight spurred us to tremendous

action, we won the greatest political victory in the history of the California labor movement. The following year, a liberal legislature, committed to furthering the needs and goals of this state's working people, enacted major improvements in the crucial social insurance field and pushed forward in many other areas. Similar, though lesser, successes also were achieved in 1961. By 1963, however, a process of dry rot began. A liberal administration and the legislature began first to bicker and then to quarrel, and the situation rapidly worsened.

Legislative Problems

"This state's labor movement, with its commitment to furthering its own program for the working people of California, like it or not, became caught in the middle. The obvious result was that little of true, lasting, significance, from our vantage point, was achieved in 1963 and 1965.

"During this period, however, there were attempts to split the labor movement, with various political factions seeking to explain the inaction of the legislative arena by blaming some other group. At the same time, some legislators claimed, believe it or not, every time that we went to them for support for labor legislation—they always had one stock answer: 'The political atmosphere is not conducive to enactment of labor's program at this particular session.'

"Then 1966 came and with it stinging political defeat. As a Building Tradesman at that particular time in 1967, when Governor Reagan first took over, I know that the construction industry in the state of California was sick. A high rate of unemployment existed throughout the state of California. On a national level, the unemployment rate was 4.6; on the state level it was around 5.0 percent. Within the construction industry the unemployment rate was 35 percent. We had a meeting with the Governor to try to impress upon him the problems that the construction industry was confronted with. We quoted these figures to him and tried to impress upon him that the construction industry needed an economic shot in the arm and it needed it real bad. His answer to us was: 'I intend to save the employers a hundred and fifty million dollars a year, out of the unemployment insurance fund.' His reasoning behind this was, 'If I can save the employers one hundred and fifty million dollars a year, it will give the employers more money to create more jobs and then when you go into negotiations with the employer, he will have more money to give to you in wages.'

"Now, if you can fathom that one, I'll put in with you.

"A fellow once told me: 'You can always tell when Governor Reagan is telling the truth. When he rubs his chin, he is telling the truth; when he tugs on his ear lobe he is telling the truth; when he twigs his nose, he is telling the truth, but when he opens up his mouth watch out.'

"In his first year in office, Governor Reagan sponsored a number of bills which, if they had been enacted, could have crippled this state's labor movement. Moreover, with a clear conservative thrust by the administration, a number of so-called liberal friends apparently felt the time had come for them to author and push special-interest group legislation that aided a few while punishing most Californians. These same so-called friends of labor repeatedly assured organized labor they would protect us from harm but that the time for progress was sometime in the indefinite future.

"So, instead of action we have seen inaction, and all too often, when pressed, the politicians have told all the liberal advocates in Sacramento, 'I'd like to help, but the time isn't right, and besides, the labor movement is too divided.'

"The results, by now, should be clear to all concerned. The drift of the past couple of years, when added to the inaction in 1963 and 1965, has meant that the needs of the working people of California have gone largely unmet.

"Now, we would be less than honest if we did not admit that nationally the movement is towards the political right, and if the forces of reactionism capture Washington, D.C., this November, the labor movement will be under the gun.

"Here in California, of course, a nationwide conservative victory will only worsen the situation we face in Sacramento.

Need for Unified Effort

"Clearly then, the events of recent years, including the 1966 election in California and the very real threat of a conservative victory this November, should have taught all of us in the labor movement something we claim to know, but often, in practice, ignore; namely, that a totally united labor program in Sacramento is not a luxury, it is a necessity. We should have learned that each group, when it pursues only its own program and fails to recognize that all labor programs are interrelated, plays directly into the hands of those politicians who are for-

ever seeking excuses for doing nothing to aid the people of this state.

"Recognizing this, we cannot afford anything short of a strong, day-to-day working relationship in dealing with the legislature and state administration in Sacramento next year and in future years.

"So, this is the message I want to leave with you today:

"As President of the State Building and Construction Trades Council of California, I pledge to you that my organization will work closely and cooperatively with the leadership of this Federation in fighting the continual battle to build a stronger labor movement in California. For unless we do this, I think it more than likely that little true progress will be made in the future, and this none of us desires.

"Let me simply conclude by saying that I look forward to working with the Federation in pushing our programs in Sacramento, beginning in January of next year, and while we are laying plans for the next legislative session, let's really push to win a big victory this November, by making sure our endorsed candidates, from the Presidency on down the ticket to the Assembly races, win in November.

"Thank you for being such a gracious audience."

Escort Committee for the Hon. Willard Wirtz

The Secretary then announced: "Delegates, the Chair has selected an Escort Committee for Secretary of Labor, the Honorable Willard Wirtz, who will arrive at this Convention Hall this afternoon somewhere around 2:00 to 2:30.

"The following members have been selected: M. R. Callahan, Chairman; Harry Finks, Jack Dales, Sigmund Arywitz, R. R. Richardson, James Lee, C. L. Delums."

Further Partial Report of Credentials Committee

At the request of Credentials Committee Chairman James Blackburn, Jerry Conway read a list of deletions and additions to the Roll of Delegates. (See completed Roll of Delegates.)

On motion of Delegate Conway, these deletions and additions were accepted as submitted.

C. J. "NEIL" HAGGERTY
President, Building and Construction
Trades Department, AFL-CIO
Introduction

President Gruhn then presented C. J. "Neil" Haggerty, President, Building and Construction Trades Department, AFL-CIO, in these words:

"Delegates, at this time it is a real pleasure for me to present to you one whom all of you know; one who served this Federation as its president and then in 1943 became the executive officer, its Secretary-Treasurer, and served this Federation from that time up until 1960, and served this Federation well during that period. Then he was asked to take a higher office in the labor movement of this country as head of the National AFL-CIO Building Trades Department.

"We all love him as a person and we admire the work that he has done to help build the trade-union movement of this state and also of the nation as a whole.

"So at this time I present to you our one and only C. J. 'Neil' Haggerty, President of the National Building & Construction Trades Department, AFL-CIO.

Address

President Haggerty addressed the convention at this time.

"Mr. President, Mr. Secretary, Officers, delegates and guests. Thank you very much for that complimentary introduction and the warm reception of the delegates, many of whom are my personal friends over the many years.

"Typical of these conventions, of course, is the fact that the delegates have to listen to lengthy speeches. And after a while it gets a little bit tiresome. I am going to try not to talk too long and see if I can avoid making it too tiresome for you.

"It seems when this Federation meets there is always a crisis either in being or pending. In this case, I think it is pending.

"We listened to the Attorney General yesterday tell us about the problems he has in the state and telling us of what we have to do. We are being told in all sorts of stories, bulletins, speeches, and so forth, of the support we have to give

to the candidates endorsed by this body and by the national organization as well.

"For your information, the AFL-CIO Executive Council met in New York City last week; and during that time the Committee on Organization met and also the General Presidents met. And all of these meetings had one aim: to strengthen and develop muscle for the coming campaign for the six or seven weeks remaining to do the things that have to be done if we are to avoid further losses in the political field.

"I am sure that as we go along we shall hear more of it, but I am prepared to say and I have always said this particular organization, this Federation, has been recognized for its efficiency, for its hard work, for its willingness to sacrifice to accomplish a worth-while purpose.

"This organization has gone through some pretty difficult times. When the time came to get the support of the delegates, the support of their officers back home, to counsel with their local unions, it was always forthcoming. When it came to requesting enough money for a campaign during my incumbency with this organization, I never hesitated to ask for that money—and in every instance received as much as we needed.

"I might remind you that the right-to-work campaign in 1958 was talked about briefly by Attorney General Tom Lynch; and I thought he closed with a very fine statement. And I think he closed with that statement because he knows the elements within this organization, he knows the penchant they have for getting together under fire or when necessary. And I am just going to repeat what he said to us yesterday afternoon. And I quote him now:

'If you will recapture the spirit and dedication which led you to that smashing victory over the Right-to-Work amendment, I have no fear that this year we will again show the forces of stagnation and reaction that the labor movement is a force to be reckoned with.'

Notwithstanding Speaker Unruh's recent statement!

"Some of you fellows and ladies will recall the campaign we had in 1958: the Right-to-Work campaign—the campaign that was financed by all the powers in this state and in this nation. So again we are called upon to meet this challenge, not directly in the first instance but as a result of defeat, if we should suffer one, at the election time.

"I call your attention to the fact that

we have a difficult campaign ahead on the top officials of our great nation. We have that same campaign going within many of our states. In this state you will be asked again to help finance this campaign against a very reactionary candidate in favor of a good one.

"I think we all know the record of Vice President Humphrey. We all know what he will do if he becomes the President, as we hope he will—and he will if we do our part. He's the man that can do the things that he promises to do. And I am sure that when the time comes, we will tighten up as we did before when we asked for a million. If we ask for a million dollars, we can get a million dollars within the ranks of this organization, within the affiliates from this organization.

"When the time came; when the danger was imminent, I had no hesitation and I am sure that your present officers will have no hesitation in asking for sufficient funds to make a good campaign. When we started the campaign on Right-to-Work in 1958, we were told that we didn't have a chance. We made our own surveys and we kept our surveys to ourselves. We worked within ourselves, and we said this publicly: that 'This is labor's fight. We'll accept no financial help from outside the ranks of the State Federation and organized labor.' And we accepted no funds. We were offered money by certain interests to help us to fight the campaign, but it was just impossible for us to let ourselves be drawn that low.

"So the same is true now. We have the funds, we have the knowledge, we have the will, and we can do the job. We can elect people like Hubert H. Humphrey; we can elect people like that all the way down the line. And in this state it is needed badly, as well as throughout the nation.

"So I hope that when you hear the call which I am sure you will hear, maybe prior to this convention being over, you will respond this time as you have in the past.

"And I want to compliment the delegates to this convention and the affiliates of the State Fed. for the splendid job they are doing in the agricultural field. I have had a lot of experience in that field as the Secretary of the State Federation of Labor, AFL-CIO, and we have had these campaigns on before—but never as active and as efficient and as telling as we have today. And I am sure that when the time comes again, you'll be there to assist this great boycott which is carrying

so well in the East.

"I was gratified to hear the discussion on the floor of the hotel in New York at the meetings called by President Meany, and to realize the way in which this whole campaign is being conducted and the way that the people are responding to it in every instance.

"So I am grateful to be a part of a setup that has such a live movement. Because if anybody needs to take at least a good education, it is the agricultural interests of this state.

"May I give you one instance of how arrogant they can be.

"Following the attack on Pearl Harbor and the declaration of war, immediately of course the nation buckled down to exceed its greater expectations in production of vital food, and so forth. A bill was presented in the Sacramento chambers called the Food, Farm and Fiber Act.

"I read the bill, checked it with our sources and found that it was a bill that we should support.

"At that time the Governor was Governor Warren. He immediately called me down and he said: 'What about this bill?'

"I said: 'It's a good bill. We'll support the bill. But,' I said, 'we ought to have at least one member of the Executive Committee from the ranks of labor.'

"He said: 'I agree and I want one man from labor. So if we can agree on that, we'll do our best to do it.'

"He said: 'There's a meeting going on across the street in the Hotel Sacramento,' which is now destroyed, as you probably know, 'and I want you to go over there and tell the delegation of agricultural interests that we both are for the bill, we want the bill, but we want just one slight amendment. And that is to add one representative from labor on the Executive Council.'

"So I said: 'Governor, I am not the man to send to address or meet with an agricultural group.'

"He said: 'Oh, yes. They're pretty good.'

"So I went over. And sure enough, I knocked on the door. There were 78 leaders of agriculture in this state. I knew the chairman. He was a former Dean of Agriculture of the University of California. And I told Ray what I wanted.

"He said: 'Come on and make your pitch.'

"So I went in and I told the story about Governor Warren requesting that the bill

be amended to provide one from labor. And I was carrying the story to this delegation, requesting their assistance in that respect.

"Charley Wilson later on became chairman of that body. He said: 'Go ahead, Neil. Make your motion.'

"So I made the motion. It was seconded by Charley Wilson.

"The motion was put. 78 votes NO; one vote "AYE"—me!

"You'll understand, of course, that we didn't get the amendment to the bill there. We tried in every possible angle in both Houses, without success. So that I think that Cesar Chavez is getting a pretty good lesson how bad, how narrow and how petty these people are who head up the agricultural interests of this state.

"I am proud to note that the agricultural unions are getting full support from our people and also from the national office.

"We have been through this before in the Bakersfield area where we had drives of that kind. We were not trying to organize the farm worker; we were trying to help him better his lot in life. We did some good, but not enough. So maybe this one will get your full support and by that something will happen of a beneficial nature to those people who are in that field.

"And so I trust that this organization will continue its good work in that respect; will take its place where it belongs right along with the farm worker. And if you do, you will be better off.

"May I express my sincere thanks to this delegation and to the President and Secretary for inviting me to come to talk to you for a few moments and to visit with you at my old stamping grounds of this State Federation of Labor. And I sincerely trust, like all of your conclaves in the past, the results will be beneficial and fruitful for not alone just your members, but for the entire state and nation.

"Thank you very much."

Announcements

The Chair then recognized the Secretary for announcements.

"Mr. Chairman, I have been asked to announce that there will be a grape boycott picket line at Raley's Market, 947 Sacramento Avenue, tonight from 5:00 to 7:00 p.m. Sacramento friends of the farm workers invite the Delegates to help us for an hour or so tonight on the picket line.

"I know you will be pleased to hear that I have received a message from the Herald-Examiner Strike Committee representative who spoke to you here yesterday afternoon that the contributions to the fund that they picked up in the auditorium here exceeded \$1400."

FURTHER REPORT OF LEGISLATION COMMITTEE

W. L. Fillippini, Chairman

The Chairman then called on W. L. Fillippini for a further report from the Committee on Legislation.

Resolution No. 93—Amend Section 1262 of the U. I. Code.

The committee recommended concurrence and Chairman Fillippini moved adoption of the committee's report.

Delegate William G. Cummings (Boilermakers-Blacksmith Lodge No. 10, Oakland) spoke in opposition.

The Chair then called for the vote and ruled that the motion carried.

Delegate Cummings then called for a division of the house.

After a standing vote, taken with the aid of the Sergeant-at-Arms, the Chair announced the vote was yes, 220; no, 204, and the motion had carried.

Resolution No. 94—Amend Sec. 927 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 24 — National Disability Insurance.

"RESOLVED, that this convention favor the enactment of comprehensive federal legislation that would set up a nationwide system of disability insurance and that the support of such program be recommended to the AFL-CIO; and be it further

"RESOLVED, that this convention demand of the California state legislature that it increase disability benefits for workers in our state.

"Mr. Chairman, your Committee recommends concurrence in the second Resolve, but with respect to the first Resolve, it is a subject matter more adequately covered in the Statements of Policy in Roman Numeral XI entitled "Social Security," page 18, and your Committee therefore recommends this portion of the Resolution be filed.

"I move for its adoption."

The committee's recommendation was adopted.

Resolution No. 81—Amend Sec. 2627(b) of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 82—Eliminate Sec. 2677 of U. I. Code.

The committee recommended concurrence.

rence.

The committee's recommendation was adopted.

This concluded the partial report of the committee.

RECESS

After a brief announcement, the Secretary moved for a recess. The motion passed.

The convention recessed at 12:02 p.m., to reconvene at 2:00 p.m. the same day.

AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:20 p.m.

Escort Committee Announced

President Gruhn announced the committee to escort the Commander of the American Legion: Ken Larson, John Cinquemani, and Curt Hyans.

Escort of the Hon. Willard Wirtz U. S. Secretary of Labor

The escort committee, previously announced, escorted the Honorable Willard Wirtz, U.S. Secretary of Labor, to the platform.

Escort of Bradley J. Stephens Commander of the American Legion, Department of California

Bradley J. Stephens, Commander of the American Legion, Department of California, was then accompanied to the platform.

HON. WILLARD WIRTZ U. S. Secretary of Labor

Introduction

President Gruhn then presented the Honorable Willard Wirtz, United States Secretary of Labor.

"Delegates, it is indeed an honor for me at this time to be able to present to you a man from the Cabinet of the President of the United States, a friend of ours in the United States Government: the Honorable Willard Wirtz, Secretary of Labor of the United States."

ADDRESS

Secretary Wirtz delivered the following address:

"Ladies and Gentlemen: I was invited out here and now I have been introduced as the Secretary of Labor. But as I thought last night what it was that I would like most to say here today, it seemed to me that it was pretty good sense to do it on my own time. I tore up my government order, paid my own expenses out here, so that I can say what I would like to say. And so I am about to say it, if it is all right with you.

"If it sounds like politics, and if it sounds like partisan politics, that's exactly right.

"I don't mean to suggest for a moment that I have come under any real inhibition, under normal circumstances, and I don't mean to rely on any illusion that anybody can totally divorce himself from what he does as a full-time business. But if it is all right with you, I would like to call this a kind of busman's holiday and just talk, as I say, a little of what I think is the most important business before the country today. And that does have to do with politics. And at this season of the year politics comes a little rare. I remember Adlai Stevenson saying once that 'What is important is what wins in an election, not who wins.'

Importance of Presidential Election

"Well, that's right. But it is just sometimes true that what wins is a little affected by who wins and by what their party wins, in the long run and the short run. And now is the time that I would like to talk on pretty direct, blunt terms so that there will be no misunderstanding. And there won't be in this, because everything that is inside of me wants very, very much to see Hubert Humphrey elected President of the United States and Senator Muskie of Maine elected Vice President.

"I don't know whether you know that Ed Muskie's brother has been for 21 years a member of the Iron Workers Union. I heard him speak the other day, as did some of you. There is a man who talks exactly our kind of language.

"And I know the politics of being for somebody instead of against somebody. But I am frank to say to you, too, that with all due respect to the fact that Nixon is a Californian, or was, it always seemed to me that after that there was a long step down. Everything very much inside of me wants to see Richard Nixon not President of the United States.

"I shall talk a little bit later about some of the other possibilities here as far as people are concerned, but not right now.

"Talk of this kind can be blunt without being unpleasant.

Vice Presidential Candidate's 'Humor'

"I am very much indebted to the Republican Candidate for the Vice Presidency who yesterday over in Hawaii at a luau said, 'How important it is that we in the United States of America don't lose our sense of humor. Let me say that the camaraderie that exists among men that allows them to insult one another in a friendly fashion be not abolished.'

"Thanks, Mr. Agnew, I am going to take that license. I am strongly for a sense of humor. In fact, after eight years in Washington, if I could repeal three laws, one of them would be the law of averages, in which we average in all our success and failure stories in this country, and the statisticians use their figures and their averages to prove that if a man has one foot on a refrigerator and another on a stove he is comfortable. I would repeal the law of averages.

"Then I would repeal Section 14(b), and then I would repeal the Republican law of gravity.

"And I am mighty indebted to Mr. Agnew for suggesting that we take this whole thing in an effort to preserve our sense of humor. But I am going to admit that I am afraid Mr. Agnew's sense of humor and mine don't have a lot in common.

"He says that he thought that he was being funny when he called that newspaper man on Saturday 'a fat Jap. So I called him a "fat Jap" again yesterday.' I didn't think it was very funny.

"Two weeks ago he called somebody a 'Polack.' He said that he was doing that 'in the spirit of camaraderie.' I didn't think it was very funny.

"Then he talked, too, about two or three months ago, about Negroes militant and nonmilitant in a way that he now says is not what he intended it to be. I didn't think that was very funny either, although that is exactly what he talked about yesterday as being part of his 'sense of humor.'

"All of those things are not very important, but I am inclined to credit them very much and complete them.

Smear Campaigning

"Mr. Agnew suggested that that was all in a spirit of fun. But last week he called

Hubert Humphrey, in his phrase, 'soft on communism.' And at that point it seemed to me that there was some more to be said about this apparent 'hoof-in-mouth disease' that Mr. Agnew suffers from. He says he's 'sorry.' It was reported yesterday that he 'dabbed his eyes with a napkin.'

"You know, I couldn't help thinking of 1958 when someone asked the then Vice President of the United States, Mr. Nixon, how he could account for the fact that he called Helen Gahagan Douglas 'the pink lady' in his and her senatorial campaign in 1950, when he won that campaign on the basis of that kind of talk.

"His answer was: 'I am sorry about that episode. I was a very young man then.'

"He isn't a young man now and neither is Mr. Agnew. And this kind of talk we have had enough of, and it isn't funny. And if this is the way this election is to be carried on or this campaign is to be carried on, we had better get it clear right now.

"The short of it is that I don't believe that Mr. Agnew has that kind of sentiment. As far as he is concerned, the short of it is he doesn't realize he is working with a man who was characterized in the 1952 and 1956 campaigns and the 1969 campaign as being the kind of man you wouldn't care to buy a used car from, but Mr. Agnew apparently does, and he has got a 1958 model of politicking and a 1950 model of politicking.

"We ought to talk a little bit about a lot of history that is familiar to you. Some people in this country seem to have forgotten it. We had better not forget that the man who is presently a candidate for the Presidency of the United States first established himself by calling Jerry Voorhes from the Twelfth District of California, 'that P.A.C., Political Action Committee candidate and his communist friends.' That was in 1946.

"When Mr. Nixon went then to Washington in January of 1947, on the 3rd of January they asked him in the cloakroom of the Capitol: 'Do you have any bill, Mr. Nixon, that you plan to introduce or any pet project you intend to push forward?' and they report that Nixon replied in a soft voice: 'No, nothing in particular. I was elected to smash the labor bosses and my one principle is to accept no dictation from the CIO-PAC.'

Learning from Past History

"Then, in 1948, there was history that

is relevant today as far as I am concerned. Anything that counts in politics starts right now and only the future is important, but it is pretty important to know what kind of performance bond we all carry from the past.

"I guess I became an active Democrat in 1948 and some of the reasons seem awfully real today. One of them was Harry Truman running, and nobody said he could make it, and winning the Presidency of the United States.

"He was an American all the way through in the fullest sense of that term.

"I am from Illinois. In 1948, that was the year that Paul Douglas went to the United States Senate from Illinois, and Adlai Stevenson became the Governor of the State of Illinois. I suppose that is why I went into politics.

"In 1948, too, there was the Democratic Convention in Philadelphia. That was the year a young man, a Mayor and a Congressman from Minnesota suggested to the Democratic Convention in Philadelphia that it ought to have a civil rights plank in its platform. He insisted so strongly that a southern delegation walked out, a delegation headed by Strom Thurmond, the same man who showed up under an assumed party name in Miami earlier this year to pass muster on the Republican candidates for the Presidency and the Vice Presidency of the United States.

"He walked out of the Democratic Convention in 1948 because we were insisting, and it was being insisted that there be a civil rights plank, and the floor fight on that plank was started and led and won by Hubert Humphrey from Minnesota.

"That is part of the reason I went into politics and so did some of you, and that is part of the reason I am here today.

"Then in 1950, that was the year Helen Gahagan Douglas was defeated for the Senate job, for the Senate seat from California by the same Richard Nixon calling her a 'pink lady,' and then in 1952—this is why I am really here. I don't talk much about my association with Adlai Stevenson; I do it now so that nobody is under any misunderstanding about it.

"Adlai Stevenson in running for the Presidency of the United States is called a weakling, a waster, Adlai, the appeaser who got a Ph.D. from Dean Atchison's College of cowardly communist containment, and then President Truman and Adlai Stevenson are traitors to the high principles of the Democratic Party; they

tolerate and defend communism in Government.

"Communism in Government, that wasn't true then. Richard Nixon and any man who spoke with a forked tongue then has a scar on his conscience and on his heart where it doesn't wear off.

"In 1954, to accuse virtually the whole of the Federal Government staff of being communists, and to say the Eisenhower administration is kicking communist fellow travelers and bad security risks out of the Federal Government by the thousands, and to say on October 21st that 6,926 have been ousted and then to admit later that there had been nobody removed as a fellow traveler, was it some kind of communist to do that kind of thing in 1954? And then in 1956, and it all came back so fresh two weeks ago when the Republican candidate for the Presidency said 'We better not go ahead now on that agreement that we entered into to stop the development of the nuclear bombings as between the various nations—the so-called Nuclear Non-Proliferation Treaty—and he said, 'We shouldn't do it because we should wait for a while and reassess the Russian position.'

"That is the same man who in 1956 accused Adlai Stevenson of being guilty of catastrophic nonsense and playing politics with the security of the country, because he proposed to stop the bomb threats and, of course, they were stopped seven years later.

"That is all as far as I am concerned, but I am not a good loser. I didn't like it then, and I don't like it now, and this kind of trafficking and soft on communism and that kind of thing isn't funny. Somebody better tell Mr. Agnew that he is working for a man who doesn't realize that the funny bone isn't below the belt, and that is all as far as I am concerned about the Republican candidates and about their talk.

Issues That Affect Labor

"Now, about the issues. Of course they are more important and let me take my starting point again from a statement made yesterday in Milwaukee by Mr. Nixon and I quote:

"'I read,' he said, 'with great amusement'—it's awfully funny to them these days—I read with great amusement that Humphrey says he is captain of the team. My friend, that is the problem; the same old signals, the same old plays of the last four years, and for four years we haven't won a game.'

"Where have you been, Mr. Nixon? Or, perhaps, what kind of games do you play? Are you talking about smashing the labor bosses the same way you were in 1947? You're right; there has been no victory in smashing labor bosses in the last four years. Are you concerned more now with just smashing up Cesar Chavez and the grape workers in Delano? Is that the kind of victory that you are talking about, and when you told them that we have the law, when you told the country that they have the laws on the books to protect workers who wish to organize? Didn't you know that the laws don't cover the organizing rights of the agricultural workers in this country? Is that the kind of victories you are looking for?

"I would like to talk just a bit today about a story that I guess is an old story now, but one that brought me to California four years ago and one that I count as one of the games won and one of the battles we have won in the last four years.

End of Bracero Program

"This year for the first time there will be no foreign contract workers in California, none at all.

"Not going over the details of that story, it is one of the proudest pieces of anything I have had anything to do with, and it didn't take a lot of us just to stand up and say no. To stand up and say 'that poppycock' about stoop labor has worn itself out. It did take four years. We pushed it as hard as we could, and that is another reason for mentioning this today. I don't think many of you realize that in 1965 — most of you, Tom and the rest of you—thought we were taking it a little too easy even at the rate we were stopping bracero imports at that time. I will tell you how close it was. In September a bill was introduced into the United States Congress, into the United States Senate, to take that responsibility away from the Department of Labor and to give it to the Department of Agriculture on the theory that it would not be enforced there the way it was being enforced in the Department of Labor. We were so close that the vote in the Senate was 45 to 45 which would have meant that it went to the Department of Agriculture, except that the Vice President cast the deciding vote and made it 46 to 45 and if it hadn't been for that vote by Hubert Humphrey, it would have been impossible for us to go ahead with that program. That is how close we came, pressing as hard as we could get away

with, and now four years later the figures are all available.

"I have made arrangements for the release today of the figures. Of course, you know, the domestic employment of the agricultural workers is up; production of all of these products is up. Virtually all of them, so far as I know, are up. Wages are up by a very substantial margin; profits are up. And on prices, one thing I learned early, when those figures were being used, is that anybody who traffics in comparison of prices of agricultural products without recognizing that weather and supply affect those things primarily is kidding either himself or the public. And I don't mean to do that, but I do suggest that it is at least relevant that wholesale prices of all fresh and dried fruits and vegetables in July of 1968 were slightly below what they were four years ago in July of 1964. Some prices are up, other prices are down; the wholesale prices are about the same. The retail prices are up, which indicates where the cost came from and it isn't in the cost of labor; it's in the field that it comes from primarily, so I simply mention this point without overpressing it, even though the figures would support this position.

"There has not been the inflation of prices which everybody said would be the result of that whole experience.

"Well, I won't press the point any further. I just say to you that between us, we did what I think was one of the most effective jobs that has been done in trying to remove at least part of the canker sore of migrant labor in this country. We haven't by any means done it all. I would hope that we could, in the next four years, clean up the green card problem as it applies to commuters the way we cleaned up the bracero problem in the last four years.

"Most of it can't be done by law; most of it has to be done by collective bargaining, but there are some things that can be done by law. We can support with everything that is in us, as I propose to support, the present unfortunately necessary result to the boycott, but that is only part of it and none of us thinks that is the right kind of answer. As far as I am concerned, the laws as they apply to commuter green card carriers should be reviewed thoroughly in their administration and, if necessary, in the form of a law, at least to be sure that no commuter green card holder can be used as a strikebreaker, and that isn't the situation today.

"I think there are some other changes that ought to be made; I think there ought to be a thorough review of the holders of the green cards, of each of the commuter green card holders and when I hear the arguments against it, they sound like the arguments in 1965 against doing anything about the braceros. I am convinced that it takes nothing except a little firm determination to get that problem worked out. I think it is one of the most important pieces of business, and not just in California, but the nation as a whole today.

Other Gains of Democratic Administration

"I will simply mention some of the other games that have been won during the last four years. I don't think there is much point in running on a record, because it is important always to start with right now, so when Mr. Nixon says that no games have been won in the last four years, what is he thinking about so far as the Civil Rights Acts are concerned—three Civil Rights Acts passed by Congress, and Civil Rights becoming a reality as well as just a paper right? What is he thinking about when he leaves out the fact that the unemployment rate has been cut almost in half during that period? What is he thinking about when he leaves out the fact that the annual increase in jobs in this country during the last eight years has been about a million and a half jobs a year as compared with a half million a year during the preceding period?

"What is he thinking about when he forgets Medicare, when he forgets housing, when he forgets education, when he forgets health? What kind of games is it that are most important to him?

National Labor Relations Board in Jeopardy

"In looking to the future and speaking particularly, because I don't want to keep you too long, only about those things that come closest to the concerns and properly to organized labor in this country, one of the great sleeper issues in this election has to do with the National Labor Relations board, and don't just take it for granted.

"There was introduced at the last session of Congress the Griffin Bill by Senator Griffin of Michigan, one of the authors of the Landrum-Griffin Act. It was a bill to abolish the National Labor Relations Board, and to take away from it the jurisdiction over both the representation and the unfair labor practice cases, and there is another bill introduced

by Senator Tower of Texas, proposing to take away from the National Labor Relations Board and to give it to the Courts, as the other bill would provide too, the jurisdiction over unfair labor practice cases.

"There was reported yesterday for the first time a 167 page analysis which has been made by three men identified as three of the top labor lawyers in the country that are for management. Two of them were the draftsmen of the most pernicious provisions of the Taft-Hartley Act in 1947, and the other was the Chairman of the National Labor Relations Board during the first four or five years of the '50s, and what they are proposing now is to get rid of what they consider and what they call the unfair and the partisan, the unneutral, the prejudiced practices of the National Labor Relations Board, and they concluded it would appear that the legislative remedy should be aimed at the chief offender, the National Labor Relations Board.

"I am trying to be just as straightforward as I can and say that the continuation of the National Labor Relations Board, as we have noted, and the continuation of collective bargaining, as we know it now, probably depend on whether there is a Republican or Democratic victory both in the Presidency and as far as the Congress is concerned this year, and it is just that important.

"Now, I don't care to make speeches on hanging on to anything, because that isn't the way to think. But it's important to point that fact out.

Improvements Needed in NLRA

"What we are concerned with here are the improvements we need in the National Labor Relations Act and all that goes with it.

"I am going to mention Section 14(b) again. And don't ever anybody clap in any audience in which I talk about 14(b), because we haven't been able to get it repealed. But all of us in this room know that that is a job that still has to be done and we are not going to ask for any plaudits of any kind just for trying. That is simply on the action agenda, not the talking agenda.

"The same thing is true about cleaning up that Act as far as common situs is concerned. Both parties have been talking for almost twenty years now about correcting the mistakes that were made in common situs picketing in 1947. And we don't do any clapping with each other either about that. Not until we get it

done. But the only possibilities of doing anything about 14(b) or about common situs picketing are going to be resolved one way or the other on November 5th.

"There is one point on which I feel very strongly and you are coming to feel increasingly strongly about it. It is one of the important points in the mind of all laboring people this year. I just don't think the United States Government ought to do business with somebody who makes a practice of violating the National Labor Relations Act. And I mean the J. P. Stevens Company and anybody else like it!

"And we have got to extend the collective bargaining provisions of the National Labor Relations Act to those who need it most, who are agricultural workers and the employees of not-for-profit organizations. Those are the things that we have got to set out to do in this election starting right now.

Unemployment Insurance Standards

"Just one last item. And it is familiar to us all, and I don't mean to dwell on it in detail here. But we have got to bring the unemployment insurance laws up to date. They are in almost exactly the same form as they were when they were passed in 1933 and 1935. The base for the tax is the same. There still aren't the national standards that we need so much. We got bills through both Houses of Congress two years ago, but the bills were different, and we weren't able to carry them in conference—and that still has got to be done.

Occupational Safety

"I believe everybody in this room feels as strongly as I do that it is high time that we have an occupational safety act in this country. If I have talked, as I have, almost half an hour, during that time three American workers have been killed on the job, and about five hundred American workers have suffered disabling injuries so serious that they had to leave the job, a good many of them never to return.

"There isn't any excuse for there not being an occupational safety act in this country. We introduced it this year and thought for a time that we were going to be able to get it through. We couldn't make it. That kind of thing depends as far as the future is concerned wholly on what is done in November.

Minimum Wages

"Now the wage law. I don't need to mention a figure because in California

your figures are higher, thank heaven, on the minimum wage than they are in the United States as a whole. But everybody knows there has got to be a bringing of the minimum wage up to something above the minimal poverty level in this country. We know we have raised it four times in two separate legislative packages in the last eight years, and we have extended the coverage to some thirteen million additional people. But we don't kid ourselves about that job being done. That minimum wage level has got to be raised and its coverage has got to be made universal—period.

Social Security Not Enough

"As far as social security is concerned, are you going to settle for social security in this country, so that all a person is entitled to in what ought to be the climax of his life or her life is security?

"We move to social opportunity, to an older part of life that has meaning. We should start with suggesting that there ought to be a second educational opportunity for all women at some set age, when their oldest child leaves home. I would like to do a little bargaining. I think that there ought to be a compulsory retirement age of 60 and then there should be provided voluntary occupational education beginning at 60; and we will take advantage of the things that we have known about and have not developed since we were in school—and we will have some basis for making sense out of that latter part of our life.

"There is so much more to do in education that we have only started along the course we ought to move. I don't mean to presume upon California, for I guess you know that in the rest of this country California has stood for education in the minds of almost all of us for a very long time, and we are just waiting to see whether it still does. And if your answer is Mr. Rafferty, we know it doesn't. If your answer is Mr. Cranston, we know that California is still out ahead as far as education is concerned.

"Law and Order"

"I haven't said anything about law and order. I want to say a little about it.

"If by law and order we mean preserving the peace in this country, then every single one of us and every single candidate for every major office in the United States is 100 percent in agreement. For everybody in this country, young and old, black and white, Democrat and Republican, knows that there has got to be that law and order which will

establish and preserve the peace so that we can get on with the things that we need to do. And that isn't the argument,

"If we mean by law and order to preserve racial bigotry, let every man speak for himself. I refer to only two presidential candidates. I know that there is a third. I think that Mr. Wallace's candidacy ought to be taken very seriously so that it can be stopped for exactly what it is. I don't mean to imply any epithet as far as this one is concerned, for epithets are what this man feeds on. I mean to say just soberly and calmly, but with all of the intensity of feeling that I can command, Mr. Wallace has a feeling that black people and white people aren't the same, and that white people ought to have advantages, and black people ought to be put at a disadvantage. And I disagree and I believe almost everybody in this country does, too.

"You don't need to cast it just in terms of black and white. In other parts of the country, particularly in California and the Southwest and some other parts of the country, it is a matter of speaking at home a different tongue, of being a Mexican-American or a Spanish-American, of being proud of that or entitled to be proud of it—as proud as of being something else. That kind of line or that kind of position is one which Mr. Wallace would reject. And with all of the intensity that I can command I simply want to say that whatever considerations there may be, I hope very much that this country will rebuke and rebuke thoroughly anybody who at this point says that one person is not as good as another.

"And then there is a third form of the law-and order issue. I am in favor of law and order to preserve the peace. I am opposed to it to preserve racial bigotry. And I am very much concerned about it as an excuse for preserving the status quo.

"You and I, all of us who believe the same things, have for a long time been pressing forward with it ever since the '30s, and always we have been held back on one argument or another. When we talked about social security and minimum wage, collective bargaining as a matter of right and law, and all of those things in the '30s they said were socialism—they didn't stop us, but they slowed us up. And then in the '40s and in the '50s they said that it would cost too much to do the things that we wanted to do. And now for the last five years they have been saying we can't do that because there is a war in Vietnam. And if now

they are going to argue that we shouldn't do the things which we want so much to do, we should instead preserve law and order as a cheap way out, we are not going to be stopped this time by another in this litany and this sequence of excuses for doing nothing.

"When Mr. Nixon said yesterday in Milwaukee Hubert Humphrey would be the most expensive President in American history, that America cannot afford Hubert Humphrey, I know what he is talking about. He doesn't want to go ahead with the educational program or with the social security program or with the employment program or with any of those things; and he is suggesting to the country that it will cost too much.

Spending the Peace Dividend

"No, the biggest problem this country faces in this area is what we are going to do with the peace dividend and with the growth dividend in this country during the next five years. There has been a lot of fancy arithmetic done on this subject of how much more we will have to spend in the next five years in this country. I want to give you the most conservative figures as I understand them.

"Upon the termination of hostilities in Vietnam and the starting of the cutback there, there will be and there are bound to be substantial reductions in the \$30 billion a year that we are spending over there. There are those who say that the military is going to reclaim the whole of that part for similar expenditures at some place else.

"One of the most important issues in this country today is that we assert our priorities and say that that money which we have been spending in Vietnam, when that matter is over is to be spent on the things we want to do at home and is not going to go into the military establishment in some other form. That dividend, plus the dividend from the growth of the economy, assuming a repeal of the surtax which was passed this year, together should under the most conservative possible estimate give us between one hundred and twenty and one hundred and thirty billion dollars to be spent in the next five years for those things which we want so much to do. And I am assuming no increase in taxes, and I am assuming a repeal of the surtax.

"One of the most important issues in this election and in this campaign is the issue of what we do with the peace and with the growth dividends.

"Well, I have rambled more than I

expected to. I have sort of roamed all over the lot. I guess there has been too much of the 'against' in what I have said and too little of what I am for. If so, that is a true picture.

"I say again I have been fighting twenty years now, and some of you for twice that long and a little longer, for a tradition which I identify with the Democratic Party and with American labor. And we realize that that tradition is being challenged this year in a very extraordinary way. It is a tradition of discontent. There is nothing new about our being unsatisfied Americans, Democrats or American labor. It is a tradition of never being satisfied. It is a tradition in favor of change and of making change an ally and not treating it as an enemy. And it is a tradition especially of saying that the only thing that counts is the way people get to live their lives and that the institutions are all secondary. That is the tradition on which we have been working.

"I suggest to you, without going over the record, that we have advanced that tradition further in the last eight years than ever before in the history of this country. It is a very proud thing to have served in the Cabinets of John Kennedy and Lyndon Johnson. John Kennedy didn't have a chance to more than mark out the architecture of his plan. Lyndon Johnson, building on those plans, has (the two of them together have) within the last eight years advanced the human cause further along the lines of the tradition of humanity than has been true of any other like period in the history of this country. And that is an extraordinary, extraordinary accomplishment. And there is no point in detailing the record because the importance of it all is in what lies ahead.

Our Goals Dependent on Election Results

"And in conclusion I want to make only these two or three points:

"It is a matter from here on of how hard we work. We had better recognize just directly that there is a dispersal element in our situation this year. There is a splintering of our forces—forces that have before stuck together. I guess it is caused partly by the war—the most unpopular war in history. It is caused by civil unrest. It has gotten us into a situation in which the issue is raised of the relationship between the President and the Vice President; and the issue is raised in the relationship between Senator McCarthy and the Vice President. I don't

think that there is any point in ignoring any of those things. I wish with all that is in me that anybody who decides not to vote, or to vote for somebody who won't be President of the United States will assess that position clearly before he does it. I am aware of the action that was taken by some of the California contingent yesterday. I just like to say that I have great admiration for Gene McCarthy. I was in Los Angeles when he nominated Adlai Stevenson for the Presidency of the United States a third time in 1960. I was in Chicago, and I was proud of Gene McCarthy standing up for what he thought was right. And whether I may agree with him or disagree with him on international policy does not make any difference, although the answer to that might surprise some of you. If there isn't room in the Democratic Party for two different views about the issue of the importance of Vietnam, there would be something wrong with the Democratic Party. And what he and Senator McGovern and Senator Kennedy and the others have done to enlist the interest of all that is good in young America in this country in politics deserves as far as I am concerned our fullest gratitude and appreciation to them.

"And yet I urge as strongly as I can not deciding not to vote, not deciding to vote for somebody who is not going to be President, without a thorough thinking through of what the price of that is. And I think of another Adlai Stevenson story.

"In 1952, faced by the same kind of problem, Adlai Stevenson told the story about the millionaire who said one day when he was all fed up to his driver: 'Drive over the cliff, James. I want to commit suicide.'

"Well, I don't think it's going to be suicide for this country if somebody decides to issue or to file a protest vote. Democracy is too enduring for that. But I hope before that is done there will be a clear figuring of the price of all that is involved.

"And about Hubert Humphrey finally. I have worked with him twenty years on every single liberal proposition that I can remember or know anything about: civil rights, Medicare, education—the whole list, all of them. I believe that two of the most effective liberals in the history of this country will turn out to be Hubert Humphrey and Ed Muskie. And that is why I have come here to talk personally today instead of in a more formal capacity.

"And in closing, Tom and Al and the rest of you, it has been six or eight years that we have worked together now on all these matters that are so important to all of us. There will be another Secretary of Labor when another meeting of this Federation comes around. I know that I will have some recommendations to make to President-elect Humphrey on this matter. And there ought to be some changes.

American Labor for the Public Interest

"But I just want to say this: that I shall leave this office with the feeling of the greatest debt of gratitude to American Labor. There has been the opportunity for the last six years now to stand up in the councils of this government to testify in the committees of Congress and the councils of the administration on behalf of American labor for every single public-interest proposition that has come before the American public. And I am not just talking about labor issues. I am talking about all of them. I am talking about civil rights. Labor was for it. Education. Health. Welfare. Housing. Cities. Making the country beautiful again. Agricultural programs. The anti-poverty programs. Social security. Minimum wage. Medicare. Whatever it may be that is in the public interest, American labor has been for during this period.

"Tom, Al, ladies and gentlemen, there is too little appreciation of what American labor means to the American democracy. There is too little appreciation on the part of American labor of its importance to American democracy, for a good many of these bills would never have become law without the support of American labor. And there is far too little appreciation on the part of American democracy to American labor for what it means to it.

"And so I just want to say, thanks very much for the opportunity that I have had to be the spokesman in the councils of this government for this period of time on behalf of American labor. I say, thanks. Thanks to the officers of this Federation for what they are to the California Labor Federation. Thanks to the California Labor Federation for what it is to the AFL-CIO. And thanks to the AFL-CIO for what it is to the American democracy. And thanks very much for just having had a chance to say it."

Announcements

At this time there were miscellaneous announcements.

"The Grape Boycott"

Secretary Pitts made the following explanation of an article, "The Grape Boycott."

"Delegates, it has been called to my attention that the sheets that were distributed yesterday on your table entitled 'The Grape Boycott' have been somewhat misunderstood by a number of the delegates.

"This sheet was a reprint of an editorial from the labor-hating Los Angeles Herald-Examiner printed September 16th, 1968, as it says on the first line which is in smaller type, and it was provided to the delegates in the convention by the Herald-Examiner Strike-Lockout Committee as a part and piece of evidence of material to demonstrate to the delegates here what the attitude of the Herald-Examiner in Los Angeles was with respect to labor. But some have called it to my attention and are concerned that maybe it be misunderstood as a piece that we expected everybody to examine and really believe when they are reading it.

"But I hope you understand now that it is a part of the package to demonstrate the attitude of a Los Angeles newspaper."

BRADLEY J. STEPHENS

**Commander American Legion
Department of California**

President Gruhn then made this introduction:

"Delegates, at this time it is indeed a pleasure to have the opportunity to present to you a man from a very important organization in the state of California. It has been our privilege over the many years to exchange speakers with this organization. Our Federation has been invited to address the conventions of The American Legion in this state. This exchange has been very helpful.

"And so at this time it is indeed a pleasure to present to you Bradley J. Stephens, Commander of The American Legion, Department of California."

Address

Commander Stephens then spoke as follows:

"Mr. President, our distinguished guests and delegates to this convention. I am really pleased to be with you as your convention gets underway today and to tell you that as State Commander of The American Legion I am certainly honored with your kind invitation for me to be here.

"Coming up from San Francisco just an hour or so ago I was somewhat concerned with the time. I am kind of a worry-wart and I thought to myself: 'Now what if I have a flat tire and keep those people waiting?'"

"Well, fortunately I arrived on time, but not without reminding me of a story which I think might be apropos for this particular convention.

"It seems that there was a machine worker who worked in a garment factory over on the East Side. A union shop, I might add. His name was Morris. And for 25 years he arrived on time, punched his clock right on 9:00 o'clock each and every day without failure. This one particular day he arrives at 10:00 o'clock. His head is swathed in bandages, he has a splint on his arm, and he is walking with a limp.

"His boss, Mr. Weinberg, walks up to him and says: 'Morris, where have you been? You are late.'

"Mr. Weinberg, this morning I leaned out my window to see if the milk was there, as I usually do. I leaned out too far. I fell three stories to the concrete below.'

"Mr. Weinberg shrugged his shoulders: 'And that takes an hour?'"

"So that is why I am not late.

"I must express my personal pleasure in having this opportunity to tell you that these reciprocal visits between our organizations' leaders do have important significance because we represent the two foremost entities of strength for the perpetuation of freedom in our country. It must be agreed that the American labor movement in support of our free-enterprise system has made an impact on the economic scheme of existence. The American Legion, with its four million affiliates, is made up of men and women who have gone to war in support of that system. So we both have much in common.

"We have been exchanging speakers at our state and national conventions for more than 45 years. That is indicative of the many areas of common concern between our two organizations. And it bespeaks our determination to maintain open channels of communication for full and free discussion of our respective viewpoints. Our basic concern, naturally, is the preservation of our way of life and safeguarding the privileges that are ours as members of a society of free men and women.

"We have a mutual determination to

preserve our freedoms at all costs and we of The Legion realize full well that the army of working men and women of America is just as essential to the cause of freedom as is the man in the Army or Navy uniform.

"Without the efforts of you who fashion the vast array of supplies and equipment necessary to our Armed Forces, our great military establishment would be totally ineffectual. American labor and The American Legion through the years have shared many areas of common interest—matters that are part and parcel of our ultimate common objective to make America ever stronger, to keep America forever free.

Mutual Interests of Labor and The Legion

"Both organized labor and the Legion are intensely interested in the development of adequate programs in the field of health, education and welfare to the end that the greatest opportunity shall be available to the maximum number of our people, and those among us who are less fortunate and who are unable to take care of their needs shall receive proper care. At the same time we both discourage the shirker, the slacker and the chiseler, easily detected within and without our ranks. Jointly we recognize the need for strong, effective community service programs. Both of our organizations have contributed quite substantially of our own resources and manpower and finance to further such programs.

"I am very mindful of such undertakings as the Christmas presentation of five television sets to the West Los Angeles Veterans Administration Hospital by your Los Angeles County Federation. I am also mindful of the voluntary service contributed by many of your building trades groups in constructing and repairing homes of disabled war veterans who have been the victims of fire and flood. The humanitarian efforts are rarely publicized, but those of us who are aware of your work in this field recognize these unselfish undertakings. And believe me, we are grateful to you.

"The majority of resolutions passed by The American Legion conventions do of necessity refer specifically to veterans, just as many of your actions refer specifically to organized labor. One of the original objectives of The American Legion was to insure the just treatment of veterans and their families, and we have never relaxed our efforts in behalf of this cause.

"You probably know that about one half of the male working force in the nation once wore the uniform of our country, and organized labor is well represented in the ranks of The American Legion. Or should I say that the American Legion is well represented in the ranks of organized labor.

"At any rate, I believe our objective of seeking conditions of maximum employment for our working force and of providing adequate programs of retraining for those who have developed employment problems because of disability intertwine inseparably. We might present our respective cases in different terminology, but our ultimate aims in these fields are essentially identical.

"We will support the cause of employment of the physically handicapped and we have a mutual dislike for discriminatory employment practices against the older worker. With the passing years this becomes increasingly important to The American Legion in view of our great World War I membership, and at the same time many of our World War II veterans are finding that age is an unfavorable factor in seeking reemployment.

Both Work to Strengthen America

"All of these are important parts of the total picture as we strive to strengthen and perpetuate for America a healthy moral and economic climate that fits hand in glove with our military might—all designed to make America invincible to aggression without, impregnable to subversion from within.

"According to any criteria by which a nation may be measured America stands first among the family of nations. Both of our organizations have had a substantial part in making this possible. So we recognize that there can be a unity of purpose without a strict conformity of thought. We of The American Legion believe that organizations such as ours can assist to a major extent in finding answers to the mounting problems confronting our nation which are needful of solution. And we believe that these answers can best be found within the framework of the constitutional government devised by brave and far-sighted men who conceived and founded our republic.

"During the past dozen years or more that our organizations have met in our separate conventions our nation has been in a period of crisis. While the situations may have differed, they have involved a

threat to world peace. We have witnessed and have been concerned with and about Korea, Indo-China, Iran, Germany, Hungary, Poland, South America, Africa, Cuba, Vietnam—and always the cause of the threat has been the same. Each time the face of the Communist conspiracy has been clearly recognizable.

"Despite a piously professed desire for peace by Communism's leaders, the record proves beyond doubt that in fact Communism thrives on a diet of unrest, discontent and misfortune among the world's peoples; and the history of our time proves further that to advance its cause Communism will without hesitation provoke or aggravate trouble calculated to bring misery from which it can profit. Should history ordain that we in this Convention Hall today are to live out our lives constantly confronted with turmoil and crisis, then it follows that the responsibility is upon us more heavily than ever to look to the education of our children in such a way that they will be adequately prepared to carry on the struggle after we are gone.

"It seems rather redundant for me, representing The American Legion, which has a proud representation of fighting Communism, to stand before this group and talk of the threat of Communism. The historic effort of deep-in-America, organized labor to seal its ranks against this malignancy is one of the most brilliant chapters in the story of the American labor movement.

"Communism has had as a basic element of its strategy that to capture the labor movement is to capture the nation; and it is to the everlasting credit of the leaders of American labor and to the millions of members of the trade unions and brotherhoods that the intensive efforts of the Communist Party of the U.S.A. to infiltrate your ranks have been defeated.

"We salute you as you continue the struggle, and we have every confidence that you are a match for any force the common enemy can bring against you.

"As the American labor movement in 1968 is the most successful in the history of nations, so The American Legion is the largest organization of war veterans in the history of the world. Both of us essentially are dedicated to the same goals. We must never fail to speak up for America, nor fear to speak out against those who stand against her.

"At the outset I stated that The American Legion has now some four million

affiliates, men and women. They have fought or have sent their men to fight for their country. Many of you may be among that number. We believe firmly that the veteran's obligation of service does not end when he takes off his uniform. Rather, we believe that service in time of war increases our responsibilities as citizens in time of peace.

"With more than a half million young Americans at this very moment armed with the tools of war in a strange land, fighting for a strange people but in a common cause, The American Legion would leave this message to you who represent American labor:

"For ourselves we stand for the ancient values, for the ideals of our fathers who forged this country in war and built it to greatness, with hard labor, diligence and personal integrity. We stand in opposition to any who are not prepared to risk all to preserve what we have. We oppose them whether they are motivated by cowardice, such as those who have mouthed this despicable expression 'Better Red than Dead' or whether they are governed by that philosophy which believes in nothing, stands for nothing, will defend nothing, as evidenced by the preachments of certain so-called academic minorities on too many of our universities' campuses. We are prepared to do all that is necessary to preserve our nation and our way of life. We will teach our youngsters to be good Americans. We will support our government in its determination to resist the threats of the Communist empire. We pledge to defend our country, and we shall keep that pledge. Having the utmost confidence in our country, in our form of government, we are confident the final victory will be ours. For we know as you do that the tyranny will never exist which will permanently suppress man's desire for freedom.

"In this spirit we of The American Legion salute you as organized labor. We certainly wish for you a very fruitful convention and assure you of the continued friendship and confidence of The American Legion.

"Thank you and God bless you all!"

FURTHER REPORT OF THE LEGISLATIVE COMMITTEE

W. L. Fillippini, Chairman

The Chair then recognized the Chairman of the Committee on Legislation, Chairman W. L. Fillippini, for a further report.

Resolution No. 1—Increase Workmen's Compensation Benefits.

"Mr. Chairman, your Committee recommends the first 'Whereas' be stricken.

"As so amended, your Committee recommends concurrence with the Resolution. I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 2—Resist Attack on Workmen's Compensation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 12 — Workmen's Compensation Benefits.

"Mr. Chairman, the subject matter of this resolution covers various suggested increases with respect to the benefits provided under the Workmen's Compensation Program. It is the feeling of your Committee that Statement of Policy IV, titled Workmen's Compensation, commencing at Page 9, more adequately provides for such increases and your Committee therefore recommends that this resolution be filed.

"I move the approval of the Committee's recommendations, Mr. Chairman."

The committee's recommendation was adopted.

Resolution No. 56 — Workmen's Compensation and Rehabilitation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 57 — Workmen's Compensation and Temporary Disability.

"Mr. Chairman, the subject matter of this resolution covers various suggested increases with respect to the benefits provided under the Workmen's Compensation program. It is the feeling of your Committee that Statement of Policy, roman numeral IV, Workmen's Compensation, commencing at page 9, more adequately provides for such increases and your committee therefore recommends that this resolution be filed.

"I move for the adoption of the committee's recommendation."

The committee's recommendation was adopted.

Resolution No. 58 — Workmen's Com-

pensation for Dependents.

"Mr. Chairman, the subject matter of this resolution covers various suggested increases with respect to the benefits provided under the Workmen's Compensation program. It is the feeling of your committee that Statement of Policy, roman numeral IV, Workmen's Compensation, commencing at page 9, more adequately provides for such increases and your committee therefore recommends that this resolution be filed.

"I move concurrence with the committee's report."

The committee's recommendation was adopted.

Resolution No. 59 — Workmen's Compensation and Choice of Physician.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 60 — Workmen's Compensation and Permanent Disability.

"Mr. Chairman, the subject matter of this resolution covers various suggested increases with respect to the benefits provided under the Workmen's Compensation program. It is the feeling of your committee that Statement of Policy roman numeral IV, Workmen's Compensation, commencing at page 9, more adequately provides for such increases and your committee, therefore, recommends that this resolution be filed.

"I move for the adoption of the committee's recommendation."

The committee's recommendation was adopted.

Resolution No. 61 — Workmen's Compensation and Statute of Limitations.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 62 — Workmen's Compensation Appeals Board.

"Mr. Chairman, your Committee recommends that there be inserted before the first Resolved, the following language:

'Resolved, That the Governor notify the California Labor Federation, AFL-CIO, of any pending vacancies on the Workmen's Compensation Appeals Board, so that the State Federation and its affiliated Locals and Councils may nominate, to the Governor, candidates, qualified for the appointment. Notice is to be given

ninety (90) days before the appointment is to be made; and, be it further.'

"As so amended, your Committee recommends concurrence, and I move the adoption of the Committee's recommendation."

The committee's recommendation was adopted.

Resolution No. 63 — Workmen's Compensation Procedures.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 66 — Adoption of Textbooks K-12.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 68 — Treatment of Labor in Textbooks.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 67—Compulsory School Attendance.

"Mr. Chairman, your committee recommends that in Line 12 of the first Resolved, the words 'the public' be stricken, and as so amended, your committee recommends concurrence.

"I move the adoption of the committee's recommendations.

The committee's recommendation was adopted.

Resolution No. 52 — Welfare Administration.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 53—Public Welfare.

"Mr. Chairman, your committee recommends that Item 10 of the Resolved be amended by inserting a period in Line 3 after the word 'centers,' and strike the balance, and as so amended, your committee recommends concurrence.

"Mr. Chairman, I move the adoption of the committee's recommendations."

The committee's recommendation was adopted.

Resolution No. 54 — Income Maintenance.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 104 — Social Security and Public Assistance.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 23 — Strike-Breaking and Scabbing.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 43 — Strikebreakers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 15 — Control of Automobile Insurance Costs.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 18 — Garnishment of Wages.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 21 — \$2 Federal Minimum.

"Mr. Chairman, the subject matter of this resolution is concerned with the improvement in the amount of minimum wages provided under the Federal Law.

"**Statement of Policy**, roman numeral VI, Labor Legislation, page 12, calls for an increase of \$2.25 per hour. Since the **Statements of Policy** more adequately cover this subject matter, the committee recommends Resolution 21 be filed.

"Mr. Chairman, I move concurrence with the committee's recommendations."

The committee's recommendation was adopted.

Resolution No. 27 — Medicare.

"Mr. Chairman, the subject matter of this resolution is concerned with various adjustments in involving Medicare.

"**The Statement of Policy**, roman numeral XI, Social Security, in the opinion of your committee more adequately

covers this subject matter, commencing at page 18, reading as follows:

"Medical and hospital costs are now rising at an extremely rapid rate. Yet medical care has not improved; instead, the providers of health care have become wealthier. In order to insure that costs are commensurate with the quality and quantity of health service rendered, an advisory committee should be appointed to study the Medicare program and make necessary recommendations as conditions dictate."

"Your committee accordingly recommends Resolution 27 be filed."

"Mr. Chairman, I move concurrence with the committee recommendations."

The committee's recommendation was adopted.

Resolution No. 28 — High Cost of Drugs.

"Mr. Chairman, your Committee recommends concurrence in the last Resolved of this resolution, but with respect to the balance of the resolution, your Committee notes that the subject matter is more adequately covered in the **Statement of Policy**, roman numeral IX, titled 'Social Security,' page 18, and recommends that those portions of the resolution be filed.

"Mr. Chairman, I move the adoption of the committee's recommendations."

The committee's recommendation was adopted.

This concluded the partial report of the Committee on Legislation.

STANTON SMITH

Coordinator of Local, State and Central Bodies, AFL-CIO

President Gruhn then presented Stanton Smith, Coordinator of Local, State and Central Bodies, AFL-CIO.

"Delegates, at this time, I have the pleasure of presenting to you a man who has been doing a lot of work with Local and State Central Bodies throughout the country. He is the Coordinator for Local and State and Central Bodies of the AFL-CIO and one who is working to bring about affiliations to Local and State Central Bodies.

"It is a pleasure to present to you Stanton Smith."

Address

Mr. Smith then addressed the delegates:

"Thank you, President Gruhn, Secretary-Treasurer Pitts, Officers and Delegates to this convention of the California Labor Federation. I appreciate very much the invitation to attend your convention and the opportunity to say a few words to you. I am not going to talk about the problem of affiliations except indirectly. Instead, I want to talk to you a little bit about politics, a subject which I am sure you haven't heard very much about in this convention as yet, and probably won't hear very much more until the end of it.

"You know, as we look back through the history of the development of this country, we find that there have been certain great turning-point elections. The election of Lincoln in 1860 was one such turning-point election. The election of Franklin Roosevelt in 1932 was another such turning-point election. Those turning-point elections set the course which this republic is going to follow for two or three decades and determine the quality and kind of legislative enactments which we can expect from the Congress.

A Turning-Point Election

"Many of us are convinced that the election of 1968 is one of those turning-point elections. The signs are very clear for all who wish to read. The parties have written their platforms; they have selected their candidates, and now we have come to the time of choosing. I want to emphasize just one particular point, because I think that Secretary Wirtz in his brilliant address very adequately covered the subject of the two major candidates, but I want to say something to you about a third candidate in this election, a man by the name of George Wallace.

"I am not going into a recitation of the Wallace record, but I want to emphasize for you the threat that Wallace poses for the liberal movement and for the labor movement in this country.

"The Gallup poll which was published about two weeks ago, shows that George Wallace has the support among voters in union families of 50 percent of those voters in the southern states. Outside of the South, he has the support of 12 percent of the voters in union families. What does this mean to us in practical terms? Well, it means, first of all, that as matters stand today, Wallace is going to carry all of the deep South states with a very strong likelihood that he will carry the border states of the South. It also means that his vote outside of the South is

strong enough to determine which of the other two major candidates is going to get the votes of that state and, therefore, the electoral vote in the Electoral College, so that the Wallace vote may very well determine which of the other two candidates is going to win.

"Not too many people think that Wallace himself is going to win, although there are some who think he will. I don't share that view, but I do share the view that he may very well determine who is the winner in this election.

"One possibility is that none of the three leading candidates . . . and, incidentally, the Harris poll just published today shows that Wallace has gained four points and now stands at 21 percent of the vote nationally as against 39 percent for Nixon and 31 for Humphrey, and this indicates very clearly the strength of the third-party threat in this election.

Electoral College or Congress?

"If there is no electoral majority for any of the candidates, as all of you, I am sure, know, the election will be thrown into the House of Representatives. There each state has one vote, California has one vote, New York has one vote, North Dakota has one vote. Each state has one vote and that vote will be determined by the majority of the members of Congress from those states. It takes an absolute majority of the states, that is, 26, to elect a President.

"This is something that has not happened in 144 years in the history of the American Republic. It is an incongruous thing in this year of 1968 to be faced with that kind of a possibility; and we are going to continue to be faced with it in the future unless we do away with the anachronistic Electoral College.

"The point that I want to make is that this makes doubly important the elections to Congress. Because not only is the quality and kind of legislation which will be enacted by the next Congress going to be determined by who is elected to Congress, but we very well may see the next President of the United States chosen by those men and women who are elected to the next Congress. So this makes it more than just a congressional election. It makes it an election in which the chips are down.

The Role of Central Bodies

"Now I want to make this point: what is the role of our central body, our state federations, our city central labor councils and our county councils?

"Then, as now, in the early years of the

19th century, in the early 1800s, when the labor movement in this country was being established (and it is true today) the primary reason that we had central labor councils and state federations was to carry on the legislative and political work of the labor movement, to co-ordinate the political and legislative activities of the local unions in their respective communities. And this places a great responsibility on you who are representing the central labor councils of the State of California. And unless the job is done six weeks from today, the results at the ballot box may be something that we will weep over for many years to come.

"So when you go home from this convention you have a job cut out for you to do. And it is not enough for one union to do the job or another union to go its way. It is important that every union in each community unite its efforts through one central agency: the Central Labor Council of that community. Because unless this is done, we cannot bring to bear the maximum force of the labor vote in this state.

"This is the challenge that you face, this is the challenge that you must meet, or else we will suffer the consequences for the next ten or twenty or even thirty years. So the challenge is yours. The responsibility is yours. And as leaders of the labor movement of this state you have the additional responsibility to see that the members of your unions understand what the issues are and what is involved in the Wallace candidacy.

"Furthermore, it is important, I think, to point out that those who stay home and don't bother to vote at all are adding water to the Wallace wheel so that it will spin that much faster.

"I might sound like an alarmist, but in

my travels throughout the country—and I have been from New England to Alaska in the last three weeks and I have talked to hundreds of leaders of the labor movement in all of the states that I have been in—I think that I know the temper of the country and the gravity of the situation that we face. And unless the labor movement wakes up and does the job that it is capable of doing, which it has done before, and does it again in the year 1968—not by wishful thinking, but by good, hard, nitty-gritty work at the polls in advance of election day—then we very well may live to regret November 5th, 1968.

"So the challenge is yours. The future of the labor movement, the future of our nation, is going to depend upon the kind of campaign that you wage in the next six weeks.

"Thank you very much."

Announcements and Corrections

The Chair next called upon Secretary Pitts for further announcements.

Secretary Pitts announced further corrections to be made in the Daily Proceedings as printed. (These have been incorporated in the final Proceedings.)

The Secretary also made several miscellaneous announcements.

ADJOURNMENT

Secretary Pitts then stated: "Mr. Chairman, it is a little bit early, but I think everybody has had a pretty full day. I suspect that you are all tired.

"I would like to move at this moment that we suspend the rules, recess now until the hour of 9:30 tomorrow morning."

The Secretary's motion passed, and the convention adjourned at 4:38 p.m., to reconvene Wednesday at 9:30 a.m.

THIRD DAY

Wednesday, September 25, 1968

MORNING SESSION

The Convention was called to order by President Gruhn at 9:47 a.m.

INVOCATION

**The Rev. Father Constantine J. Raptis,
Pastor, Greek Orthodox Church**

President Gruhn presented for the purpose of the invocation the Reverend Father Constantine J. Raptis, Pastor of the Greek Orthodox Church, who spoke as follows:

"In the name of our Great Burden Bearer, our Lord and Savior Jesus Christ, we come into Thy presence and pray Thee to look with favor upon all workers, skilled and unskilled, whose efforts supply mankind with the necessities and comforts of life.

"In particular, lend wisdom and understanding to those who lead. Teach them to be faithful to their responsibilities and to render unselfish service to Thee and for the public welfare.

"Let them bear in mind that we are all members of one great economic body, and that the losses of one group adversely affect all the others.

"Dispose them to work for industrial peace, harmony and cooperation. Restrain them from selfish leadership. Fill them with a sense of honor, decency and responsibility. Make them mindful that one day they will appear before Thee for a final accounting of their activities. May theirs be a good accounting.

"This we ask in Jesus' name, Our Lord. Amen."

Announcement of Shipyard Vote

At this time C. W. Huddleson rose for the special privilege of making the following announcement:

"My name is C. W. Huddleson and I rise for the special privilege of making an announcement in regard to the Shipyard vote, because of the fact that the Shipyards of the Pacific Coast Master Agreement voted. Because there are a number of delegates here and because a number of Internationals are involved in the negotiations, I would like to announce, if I may, that they concluded the vote late yesterday afternoon, and the employees employed on the Pacific Coast have accepted a three-year agreement, thereby accept-

ing the Employers' proposal negotiated in Portland averting a strike. The negotiating Committee is meeting this morning in San Francisco to conclude the agreement.

"Thank you."

**ANNOUNCEMENTS AND
CORRECTIONS**

The Chair then recognized the Secretary, who announced some corrections to be made in the previous day's Proceedings as printed.

On the Secretary's motion, the convention approved the corrections. (These have been made in this final Proceedings).

**FURTHER REPORT OF
RESOLUTIONS COMMITTEE**

T. A. Small, Chairman

At this time President Gruhn called upon Chairman T. A. Small for a further report from the Committee on Resolutions.

Resolution No. 19—Higher Education.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 22—Restrictive Labor Laws.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 9—Lower Social Security Retirement Age.

"Your Committee recommends that the last line of the Resolve be amended by inserting a period after the word coverage and striking the balance of the sentence. And as so amended your Committee recommends concurrence and I move its adoption."

The committee's recommendation was adopted.

Resolution No. 55—Social Service Standards.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 48—Shipbuilding Program.

Resolution No. 7—Support Merchant Marine Program.

"The subject matter of these Resolutions is similar: namely, support of the Merchant Marine Program and Shipbuilding Program.

"Your Committee recommends that Resolution No. 7 be amended as follows:

"In the first Resolve, strike in Line 5 the words 'an adequate, balanced' and insert the words 'world's largest fleet.'

"Add an additional Resolve after the second Resolve, reading:

"Resolved, That copies of this resolution be sent to the President of the United States and to the president of the AFL-CIO, and that the officers of the California Labor Federation be asked to do what they can to initiate the long range shipbuilding program with the Congress of the United States."

"And as so amended your Committee recommends concurrence in Resolution No. 7 and further recommends that Resolution 48 be filed.

"And I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 31—Imports and "Green Card" Commuters.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 49—The Mexican Border.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 97—Support Farm Workers.

Resolution No. 100—Support UFWOC Strike.

"Mr. Chairman, the Committee recommends concurrence in Resolution No. 97 and recommends that Resolution No. 100 be filed, and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

This ended the Partial Report of the Resolutions Committee.

NICHOLAS PETRIS

California State Senator

Introduction

At this point, President Gruhn an-

nounced:

"Delegates, I have a pleasant surprise for you this morning. One of our very good friends dropped in, and we would like to have him say a few words to the delegates—a senator who is Chairman of the Labor Committee in the State Senate and one who has been a good friend of ours in the state legislature. It is a pleasure at this time to present to you one of our champions, Senator Nick Petris."

ADDRESS

"Thank you very much, Al, Secretary Pitts, all of your officials on stage, and visiting dignitaries, delegates to this great convention, fellow Californians.

"I know you have heard a lot of speeches and you are going to hear a lot more, but I just want to take a few moments on the agenda today, out of turn, to express some comments of my own, beginning with a tremendous expression of gratitude to each and every one of you for the work you are doing.

"You are the leaders of the labor movement throughout the state. You know better than the average citizen, because you are on top of the problems daily, what the issues are that confront us.

California Labor Protects All the People

"I want to thank you for the type of representation you are sending to Sacramento to represent you, to protect the interests of the working man of the state of California and to help the rest of us in legislation that goes far beyond just the daily bread-and-butter issues that confront labor; and these are issues involving consumer interests, involving the health of all the people, involving the mental health system of the state of California and many other things in which organized labor has shown an interest throughout the years.

"I think one of the great things that distinguishes the labor union movement in California from the same movement in other places is that you have not confined yourselves just to hours and wages and working conditions for your own members, but you have been leaders in the fight for all of the people of this state.

Efforts to Undermine Labor Gains

"It is unfortunate, however, and I speak to you today as the Chairman of the Senate Labor Committee, who has seen some efforts over the past two years to take us back 25, 50 and in some cases even 100 years, to overturn the great things that have been done over the past few decades in the state of California, I have seen the boldness of those who had offered

legislation such as a miniature Landrum-Griffin Act for the state of California which is far tougher than the Federal Act, which doesn't have the balancing features and some of the protections of the Federal Act.

"I have seen them this last year introduce right-to-work legislation, and I have been shocked by the fact that after we laid that issue to rest a few years ago with the tremendous work that you people did, and the members of your locals and your friends and neighbors throughout the state, that they are now beginning to revive that issue once again. Then they had the boldness to do it in this last session, and if they win the victories that they are seeking at the polls in November, they are going to do it even to a greater extent next year.

"I am a little saddened, as many of us are, as I think most of you are saddened, by the fact that these things have been done and they have tried in Sacramento over the last two years, coupled with some appointments that this administration has made in the labor field which traditionally are filled from the ranks of labor, but which this administration has filled from the ranks of the people who are opposed to labor. I think that all of these things reflect an attitude and atmosphere that carried the present governor into office with a million votes to spare, and I want to comment very briefly, that that goes to the heart of the issues that confront us today which involve the Senate election and involve the United States Senate race and involve all of the races in the legislature in California.

Too Many People Permitted Swing to Right

"I think that we are seeing a tremendous swing to the right; I think this is obvious, and I think one of the reasons is that many of our friends in the rank and file of organized labor, many of our friends among the unorganized labor people in the state of California, many of the white-collar workers simply relaxed over the past few years. They relaxed because under the Kennedy-Johnson Administration nationally and under the Brown in the state, the standard of living achieved its highest level in the history of the state and in the history of the country, and, unfortunately, when that happens we get soft and we get flabby and we get contented, and we think we never had it so good, but we forget that there are many other persons in our society who haven't obtained their just share of the economy and

haven't been brought into the mainstream of these benefits, both in California and throughout the United States, so we relaxed.

"We didn't watch the shop day to day; we didn't see what was going on in the development of the kind of propaganda that turns a working man against his fellow-working man, that turns a member of a labor union against a teacher, that turns the general public against the great university system, and the state colleges; that turns a working man who is a member of a union and has good job security against other people who are poor. In short, it turns people against each other, who should be working together.

"So we relaxed. What happened? We relaxed and we got Rafferty; we relaxed and we got Reagan; we relaxed and we got new efforts for right-to-work.

"Rafferty likes to talk about the three R's in education, but we are confronted with these three R's in the state of California as a direct result of having relaxed and not minded the store and not brought to the people on a daily basis a true picture of what the issues really are.

Basic Problems Still With Us

"It is the question of whether we are going to grapple with the problems that confront us in these times of turmoil realistically, with courage, with patience, with perseverance, with an understanding that the reason for the restlessness in this great country is because America is wrestling with her conscience, because we haven't opened up all of these doors for all of our people, and they are seeking some avenues of expression. Since they haven't found them in the regular channels, they are finding them in demonstrations and other forms of activity, and yet they have taken some pages from the great, brilliant chapter of the House of Labor pages, which labor itself wrote 20 years ago, 30 years ago, and our problem is that too many of us have forgotten those chapters and we have relaxed; we have forgotten that when we went our round, it was only one chapter in the overall book for the advancement of all our people; and we cannot relax when we have won one round or written one chapter, even though it is the toughest chapter and the one that has given us the greatest progress, because there are still other chapters to be written and these are to be written for other people, such as the farm workers who are struggling valiantly over these past years, and thanks to your help and support, they are able to carry on their fight.

Wallace Program Is Also Anti-Labor

"For the black people in the state of California and throughout the country, for the Mexican-American and other minorities, the more we relax, the tougher it is on them and ultimately the tougher it is going to be on us, because we cannot separate ourselves from the mood that America seems to be in today, upon which Mr. Wallace is capitalizing. We cannot separate his demands for law and order from his movement. We cannot separate his exploitation and the fears of our people from his strong anti-union policy in the state of California. We cannot separate his demands for law and order and respect for particular laws that he chooses to obey, from the fact that he chooses to reject some of the most important and fundamental laws of this land: the decisions of the Supreme Court of the United States, the acts of Congress relating to civil rights, the acts of Congress relating to certain labor practices. So if we are going to buy the fears that he is throwing at us, I think it is important to remember that we have to take a look at his whole package.

"It is easy for him to preach law and order. It is tough to offer a realistic solution, and it is tough to stand up for the poor people who are being kicked around. It is tough to stand up for labor in some parts of this country that still haven't begun to reach the level of organization, and the strength and respectability and the power, and the standard of living that labor has achieved in the state of California.

Same Issues at Stake in All Political Races

"What I am trying to say is that the whole thing is part of one package and we can't divide it up into little parts—the national effort, the state effort, the assembly races. One of the reasons I am here, frankly, as a member of the Senate Labor Committee, is to simply point out some of these things that are happening in Sacramento, because of the tremendous club that the administration and the Governor hold over us by virtue of that one million votes at the polls he got two years ago.

"My opponent in my county — I am from Alameda County — my opponent is very strong. He was a Chairman for Governor Reagan in 1966 for the county; he has been designated as the one to change the balance in the Senate today, to take my seat and thereby gain control of the senate and take also the Chairmanship of the Labor Committee, which is held by

me, and I will tell you in all modesty that if you read the labor record as reported by your people from Sacramento, you will find I have the highest score. There is no senator, there is no member of the legislature with a better score of standing by Labor in all the great issues that have come up, that have been of great importance to Labor directly and the rest of the people generally.

"I am here to encourage you to look beneath the surface of the slogans, to beware of these signs locally and nationally and to stand up for the things that we have been fighting for, for years. Don't be afraid to speak out; talk to the members of your locals and your friends and the people with whom you work.

"And don't take these slogans and repeat them, but blast them!

"The attacks on the Supreme Court, the attacks on organized labor, and the 'law-and-order' thing are just a phony smokescreen for them to get back into power and to turn back the clock. It is as simple as that.

"And I see that you have plenty of literature that explains that. I would hope that you would take that to your people and share it with them.

Candidates Need Help

"A lot of us need help in this campaign. You had the great candidate for the United States Senate yesterday, Alan Cranston, and I hope that you will give him all the help that you can possibly give. And the same goes, of course, for the Democratic nominee for President that is going to address you tonight. But I hope that you will have room left over to help me fight the statewide plan that they have adopted in which they have put Petris down as the number one target in the senate whom they hope to defeat—I will repeat, so that they can break the 20/20 deadlock that now exists and capture control of the senate and hang onto it through reapportionment two years from now, after the election two years from now, and take over control of the Senate Labor Committee, where we have been able to stop some of these anti-labor bills, even though it is a little bit lopsided in its makeup, and where the new chairman will not only not be working to stop it, but he will be actively working to get legislation of that kind through.

"What can you do to help? Those of you who are in Alameda County are helping, and I hope that you will help some more; but simply remember that in

my race in the senate along with the others you are helping, we face the problem of not only electing a man who has proved and demonstrated time and again his friendship for labor, but around whom this statewide battle is being fought to change the complexion of the senate as well as the entire legislature.

"So I urge you to help. Help the man that I have described and extend as much help to me as you possibly can in terms of volunteers, in terms of taking material, in terms of bumper strips, in terms of the money that you contribute to COPE and the money that is raised through other fund-raising events.

"I wish for you a very successful convention; and I hope you come out of this with a fighting mood, and that you emerge from beneath the slogans that are smothering you statewide and throughout the country and expose them for the sham and the fraud that some of these slogans really are, and roll up your sleeves and together work to continue the program that has been set back—but I hope has been set back only temporarily.

"I thank you very much and I wish you the best of luck!"

ANNOUNCEMENTS

Vice President Humphrey to Address Convention

At this time, President Gruhn called on the Secretary for announcements.

After miscellaneous announcements, including notice of an Executive Council meeting during the noon recess, Secretary Pitts announced to the delegates that there would be a special session of the Federation that evening, to be addressed by the Vice President of the United States, Hubert Humphrey.

Paul Hall to Represent George Meany

The Secretary then continued:

"The Chair has appointed an Escort Committee for Paul Hall. And I have a telegram here from President Meany which says:

"Vice President Hall will represent the AFL-CIO at your Convention. He expects to arrive Tuesday or Wednesday. Suggest you contact him direct New York City phone number . . ."

"George Meany"

"President Meany had intended himself to come here and was making a very serious attempt to be able to come. However, the press of his business prevented his coming, and he wired me that he was sending Paul Hall instead."

Escort Committee for Paul Hall

"The Chairman has appointed the fol-

lowing Escort Committee for Paul Hall: Morris Weisberger, Chairman; Ed Turner; Max Osslo; Paul Jones; Jerry Dowd; and Stanley Lathen."

Escort Committee for Lloyd L. Lindquist

"Another Escort Committee—for Lloyd L. Lindquist, State Commander of the Veterans of Foreign Wars: Jim Twombly (State Conference of Engineers), Chairman; Ed Shedlock (Utility Workers); and William Sutherland (State Theatrical Federation)."

This committee then escorted Commander Lindquist to the platform.

RICHARD H. MARRIOTT

Mayor of the City of Sacramento

Introduction

President Gruhn next presented Sacramento Mayor Richard H. Marriott, in these words:

"Delegates, at this time it is a pleasure for me to present an honored guest, one who I understand just returned from a little trip to Europe. He has been a member of a couple of labor organizations. He is a former member of the IBEW and is now a member of the Office Employees, and a long-time editor of the Sacramento Valley Union Labor Bulletin.

"It is kind of nice to have a fellow with all these connections with the labor movement.

"I introduce to you at this time the Mayor of the City of Sacramento, Dick Marriott."

ADDRESS

"President Al, Secretary Tom, other guests on the stage, my old friend Charley Scully!

"It is my great pleasure to bring a brief greeting to you this morning on behalf of the City of Sacramento. And I am most gratified that I am able to fulfill that duty as Mayor of the City of Sacramento and also as the editor of the local labor newspaper for the past fourteen years.

"I am particularly pleased to be a part of today's program as we look forward, all of us, to the arrival here today, in the capital city of the State of California, of the next President of the United States: Hubert Humphrey.

"I am sure that our lone Democratic state official, Tom Lynch, when he opened this convention earlier this week, told you, as did Senator Petris just now this morning, many of the things that are facing us as we convene here today. I could repeat all of his warnings, but I

would tell you that I personally am much relieved at what I find here. And the reason that I feel some relief seeing this assembled group this mornnig is that I am sure that the delegates to this convention in their vitality sense and urgency and an awareness of what the problems are and what we must do about them.

"I feel a great sense of purpose connected with this gathering; and I tell you that if this spirit stays with us when we all leave this convention, we can lay to rest the wishful thinking of those who say that 'Labor is in trouble.' I would tell you rather to look at the record, look at the new contracts, many of them hard won, and an excellent case may be found right here in this city in the instance of the Campbell Soup contract signed just this week. Look at the plight of the migrant farm workers and what steps are being taken to alleviate their conditions, and look, too, at the efforts made to improve the lot of minority groups through minority participation in our apprentice programs.

"I tell you that labor is not in nearly the amount of trouble that some people wish it were.

"I hope that you enjoy your stay in Sacramento; and I hope that this sense of urgency I mention stays with all of us. Because this is an important year, not unlike the year 20 years ago—that very important year of 1948. And as I have said earlier, the man of the year will be here tonight to give us all an urgent message.

"We of labor in Sacramento and in all of California, I can assure you, are ready to do our part.

"Thank you for this brief moment to visit with you."

WILLIAM KIRCHER

Director of Organization, AFL-CIO

Introduction

President Gruhn then introduced to the delegates William Kircher, Director of Organization, AFL-CIO.

"Delegates, we are privileged to have a speaker with us this morning who has been carrying on one of the toughest jobs of this nation in the AFL-CIO and has been giving of his full self completely to a group of workers who have been the most depressed and underprivileged group in this country. And I know that with his full devotion to this effort there is going to be success, that this group of workers is going to be lifted up from the depressed situations they have been under and they are going to develop into

one of the strongest organizations in this country. And he is going to need our help and he is going to need the help of the labor movement throughout this country and also all of the liberal forces in this country.

"It is a pleasure for me to present to you Bill Kircher, Director of Organization of the AFL-CIO."

Address

"Thank you very much, President Gruhn, and good friend Tommy Pitts.

"And I want to recognize the rest of the Officers, Delegates, Guests and Friends. I particularly want to recognize the Mayor of this City, and I want to give you a lesson in political action.

"The last time I was with him was on the 10th of April in 1966, when we marched together at the head of a column of about six or seven thousand people, concluding the famous pilgrimage from Delano on to the Capitol grounds here in Sacramento. And he was only the Vice Mayor then! So if you want to get moved up, whatever you are running for in the local or in the city, you had better get with it as far as the farm-worker movement in this state is concerned and get out in front of the line as he was on that day!

"The reason I was down there in front, Tom, before I came up here: I have been looking around for the black crepe. From what you read in the newspapers I thought this whole place should be decorated in black crepe. As a matter of fact, I was surprised when I didn't see a whole bunch of undertakers out there fighting for the bodies, you know, as I came in. That is the impression you get from reading the newspapers in California today—the editorial prophets of gloom and doom.

"Well, you know, I have to recollect with you for a minute. I know this is not good form. But by a show of hands, how many people who are here today were at this same convention in San Diego two years ago?

"Let's see them! Then I can't tell any lies, can I?

Two Years Ago We Showed Our Strength

"You will remember in San Diego I addressed that convention just a few weeks before one of the most critical representation elections in the history of the labor movement in the State of California. I left Delano, California, and came to San Diego to address that meeting. We were right in the guts of the Di Giorgio campaign, and the same editorial prophets of doom and gloom said we

couldn't win. They said we were going to get our pants taken off. They even said to me after I spoke: 'Kircher, do you really think that you can take a bunch of ragged-pants Mexican and Filipino fruit workers and take on the biggest corporation in agriculture in this state, when they are lined up in the campaign with the biggest union in this state (the Teamsters' Union) and backed by the power structure of the entire agricultural community?'

"This is what they said. And if you will look at the record of that convention, I told you that not only were we going to beat that combination, but we were going to beat them badly. And on August the 30th, about three weeks after that convention, the election was held. And I don't want to be an 'I-told-you-so' guy, but you all know what the results were. We not only won—but we won easily, going away. And today there is only one union, as far as the field workers in agriculture are concerned, for the Di Giorgio Corporation.

"I want you to keep it in mind. Do you know that approximately 36 hours before the vote my kids back East called me long distance? My wife was here with me in Delano. And they called me long distance because they had watched the television shows of NBC and of CBS—and both of them had predicted in no uncertain terms that the 'poor farm workers' and the AFL-CIO were going to get their lumps in Delano.

Labor Movement Still Alive and Well

"So if any of you are really discouraged today or have any inclination to put on the mantle of black crepe that some people are trying to hand to you, forget it! You know how you got where you are. You got there by fighting. You got there by not going around licking boots. You got there by knowing who the adversary was and putting your heads down and getting together and pushing ahead. And that's how you are going to continue making progress if you want to make it.

"You know, I am always amused about the media today—the newspapers, the radios and television; and I would only ask you to try to be tolerant.

"You know, the laundry worker's job is maybe to get shirts white and clean. A machinist's job is to get tools precise and exact. And a newspaperman's job, a television announcer's job, a radio reporter's job is to get as many of his words in print and over the air as is possible. And while the laundry worker must compete

with other laundry workers to see who can get the things the whitest, and while precision may be the area of competition where the machinist is concerned, sensationalism and what is unusual is the area of competition where the news media are concerned.

"So I tell you: when you see things reported that are not quite consistent with what you know the overwhelming majority of the facts are, be tolerant. People are making a living. And incidentally, a very good living—and incidentally, a very good living because of such AFL-CIO organizations as the American Newspaper Guild, the American Federation of Television and Radio Artists, the International Brotherhood of Electrical Workers, the International Association of Theatrical and Stage Employees, the American Guild of Variety Artists, and other unions that have worked hard to help to create the level of affluence that some of these people are enjoying today.

"I think that we ought to understand that and in charity welcome them as brothers and to be tolerant.

"There may be some who would have you think that the body is about to be interred. Let me tell you a few things about this movement today.

The AFL-CIO a Major Force Throughout the World

"We are still the major non-governmental agency in this nation working night and day throughout the world to build the free, democratic institutions in underdeveloped nations. Better than 25 cents out of every dollar that comes into the AFL-CIO is spent in international efforts to build free trade unions and strengthen the fiber of democracy all over the world.

"You will not read very much in the newspapers about the efforts that are made today by the unions all over this country, in the various cities, in the field of community activities and in the field of community relations. I read in the newspapers in California just in the last couple of days where we don't have any 'drag' in the state legislature. And this is of course presented with sort of an underlying theme of editorial glee. I am sure that if the reverse were true, it would probably be written in terms of how the 'big labor bosses' were taking over the legislature if we did have that kind of editorial 'drag.' So you can't win those kinds of battles.

Democracy in Action

"I read in the same kind of stories

where the inconsistency between local political endorsements and state or regional political endorsements is an indication of how we are sort of falling apart and non-cohesive. I am certain, as you must be certain, that if there were complete and total consistency, the theme would probably be that we were 'a dictatorial operation,' that we were 'monolithic,' and that there was somebody some place calling all of the shots.

"I point these things out simply because I think in terms of perspective as we face the kind of struggles that we have in building this movement and in continuing the kind of progress that has been indicative of the work of this labor movement over the many, many years, we should understand this.

"Let me tell you that in the field of organizing today, that for the past two years every indicator that we have from the National Labor Relations Board statistics indicates a constant improvement in our organization of effectiveness and a constant upturn in our membership strength.

"I think just two months ago there was an indication from the N.L.R.B. records that our percentage of victories is today as high as it has been at any time in the past. We have been organizing at a higher percentage. The units for which we have won N.L.R.B. elections over the last two and a half years represent the highest in terms of total accomplishment, where all of the indicators are concerned, that the AFL-CIO has been able to obtain in recent years. I think that these kinds of statistics indicate not only that we are continuing to progress, but there is every indication that the rapidity with which we will progress is going to improve.

"I would like to point out to you that today we have a new Chairman of the Organizational Committee of the Executive Council of the AFL-CIO, and while I didn't know it when I came out here, I am happy to find out that he is going to address you this afternoon. His name is Paul Hall.

New Organizational Committee

"We have reorganized the entire departmental structure, and with his very able assistance, and the committee that he has organized, the Executive Council approved at its meeting in New York, a new program which will now include the Presidents of Unions that are not on the Executive Council necessarily. As members of the Board of Organizational Com-

mittee, we are going to break down into a subcommittee structure, all of the major segments of the organizational task, and we are going to have the constant assistance and leadership of Presidents of the National Unions in improving this as we go along in the future.

"Finally, and I want to hurry as quickly as I can, because I wanted to finish by 12:00 o'clock, and I want to talk to you about the thing that is really the closest — (Laughter) — I mean 11:00 o'clock. I am sorry. You know, the first one might be closest to the truth, because I think if I spent as much time talking to you about organizing as I would like to, you would be lucky to get rid of me by 12:00 o'clock.

"You know, the membership of the AFL-CIO has grown by two million since 1965. As of February the first of this year, the membership was 14,840,000. Now, of course, as we all know, since February we have had the withdrawal of the United Automobile Workers, but we still have a membership of thirteen and a half million, which is approximately 700,000 more than three years ago. This record of advancing membership was made despite the fact that one-third of our affiliates are losing members, due to the impact of technological advances and automation. However, the increase is important because it shows that we have developed substantial membership in fields where workers were unresponsive in the past to organizational efforts.

"We have organized substantially among school teachers, in service trades, among the professional groups and technical groups in white-collar and in public employment, and most particularly have made substantial break-throughs in agricultural employment.

UFWOC Activities

"Speaking of agricultural employment and about the farm workers. I first want to extend to every one of you on behalf of the officers of the United Farm Workers Organizing Committee our very deep thanks for the extensive and constant assistance that we get from you all over the state in the many, many, many endeavors. It is a source of great inspiration to them, and it is a source of great strength, and before I forget it—this is a note that was just handed to me—while I am talking about your assistance, I would like to point out that the Farm Workers will have a picket line at Raley's Market tonight from 5:00 until 6:30. We hope to get as many delegates as possible to come over. I think you all know where

it is. It is at 745 Sacramento Avenue in Broderick. You go out "I" Street across the bridge and straight to the market. Any of you who could make yourselves available at any time during that period of time, from 5:00 to 6:30, we would appreciate having you there.

"The kind of assistance and the leadership that we have had from the State Organizations, from the various Central Labor Unions, as I say, is not only a source of strength — it is a continuing inspiration. As most all of you know, Cesar Chavez, who is the Director of the U.F.W.O.C., is hospitalized and is in traction, and has been for two weeks at O'Connor Hospital in San Jose. Were he physically able. I can assure you that he would be here today. He said to me yesterday as I visited him, and he asked me to say these things to you, that two of the greatest crises in his life have happened to occur at the time of your last two conventions; the one two years ago, which was the election against the DiGiorgio Corporation, and this one which is a more personal matter, and which has him confined to a hospital bed.

"He wanted me to express to you his very deep appreciation for all that you have done over the years, and all that you continue to do.

"I might also announce to you—some of you may have already heard it or read it—but yesterday the Los Angeles Board of Supervisors voted to support the grape boycott.

"You know, I remember that the cost of silver was one of the issues in one of the campaigns involving William Jennings Bryan. I am not so sure but what grapes may become one of the characteristic and traditional factors in this presidential campaign, because it has certainly found its way into the halls of the Congress in Washington.

"As quickly as I can, let me read some of this story to you from a Washington newspaper within the last few days.

Congressmen and Grapes

"The Congressman from New York told the Congressman from California: 'I like your grapes but not the sentiment behind them.'

"The exchange of words and grapes between Representatives James Scheuer, Democrat from New York, and Robert Mathias, Republican from California, produced a near riot that crushed both people and grapes in the corridor outside Republican Mathias' office.

"The freshman lawmaker from California's San Joaquin Valley, a two-time Olympic decathlon gold medalist, sent bags of Muscat and White Imperial Grapes to all of his colleagues. Some were accompanied by a bumper sticker that read: 'Eat California Grapes—the forbidden fruit.'

"Representative Scheuer and Representative William F. Ryan, another New York Democrat, personally returned their grapes. Six other House Democrats sent theirs back when they interpreted the move as a slap at the labor boycott on California Grapes in support of Western pickers who seek union recognition.

"'We gave our potatoes last year and none were returned,' said a puzzled Representative Mathias in a confrontation with Representative Scheuer. 'How Come?' 'This time the grapes came with a sticker that delineated the issue,' Representative Scheuer said.

"The story goes onto tell about the confrontation in the corridors in the halls of the Congress and a number of Congressmen who became involved, but I think that is really good, and what unionists will get a kick out of is the close of the story.

"When it became pretty pronounced, it says that an attractive Mathias' secretary sought to sweeten the atmosphere by passing around a box of candy—'Compliments of Congressman Mathias,' she purred: 'They're union-made.'

"So, the impact of the boycott has not only gone clear across the country, but the manner in which the boycott carries with it the issue and the story of unionism is one of the things that is being felt and understood by people all over the nation.

Boycott Now Nationwide

"Only two or three days ago, the Mayor of Kansas City was visited by a group opposing his action in joining the boycott. Those poor people said the Kansas City newspapers represent the Right-to-Work Committee, so that we not only see the kind of delineation that the boycott provides as between the progressive and the reactionary elements of the community; we not only see the delineation whereby it points out the political parties, but it is very clearly getting through its message of unionism all over this nation, and I want you to know that you can have every reason to be proud of the Mexican-American and the Filipino and the Negro Brothers and Sisters of the United Farm Workers Organizing Com-

mittee, who at the discomfort of leaving their families and their homes, journeyed to far-away cities and are staying there day after day and week after week from Boston down through New York and Philadelphia, Trenton, Newark, Baltimore, all of the big cities of the East, and Pittsburgh, Cleveland, Columbus, Cincinnati, Dayton, Chicago, Milwaukee, Indianapolis—all of the midwestern cities and out west, Seattle, Portland, San Francisco, Phoenix, cities in Texas, and Atlanta—all of them today have committees of Farm Workers from California.

"Mexican-American, Filipino-American, Negro-Americans are back there pushing the boycott and carrying the message of unionism to those communities as it has not been carried in the last 20 years, and you all need to know it, and you all need to be proud of it.

"They are your brothers and your sisters, and one of the greatest inspirations that they have in the work that they are doing is that one day they are going to take up a big seat in this convention, one day as delegates. The Farm Workers of the AFL-CIO are going to fill several tables in this convention, and they are so anxious for that day to come that they will make any sacrifice, and I hope you are just as anxious in the manner in which you are welcoming them.

"I want to close by saying one thing, and even though I may be overstaying my welcome, it has been in my guts for three years, and I have got to say it sometime—it's not being said by anybody but a Mexican-American, and it is high time an Anglo says it.

"In my estimation, the greatest thing holding back the settlement of the boycott, the recognition of this union in the negotiations of the contract, is the fact that there is too much Mexican-American leadership in the Farm Workers Union. I hope that you all understand this.

"I think that if the growers in the California community, in the power structure of this state, could recognize more white faces, they would be quicker to accept unionism. I think that the attitude of growers in this state towards the Mexican-American who works in the field is very similar in my experience to attitudes that I have run into of the plantation owners in Mississippi towards their Negro hands out in the field, and I have held back from saying it, and I can't hold it back any more. I want you to know that it is a personal observation—it is one that I come by from having worked

in these situations with the Farm Workers.

"I would say if there is any one message, it is that one of the greatest things that the growers of this state and the power structure of this state's communities can do, it is to help bring about an immediate cessation of the boycott; and the manner in which that can be brought about is for the parties to sit down and to start negotiating on the issues of hours and wages and conditions, just as millions of employers in this nation have done with millions of local unions in this nation over the past 30 years.

"It has been one of the great contributions to the economic advancement of our social order and it is high time that the growers and the power structure of this community join this labor movement in what you have been doing to help the Farm Workers for the last three years, in recognizing that union negotiating the contract, and giving them a piece of the action and a place in the sun in 1968.

"Thank you very much."

President Gruhn then commented:

"Thank you very much Bill. You commented that the Los Angeles Board of Supervisors had passed a resolution in support of the grape boycott. I just heard on the air this morning that the Governor of this state is very upset about that, and if he keeps on getting upset, he might develop himself a set of ulcers grieving for the growers.

"I assume that Dick Nixon is upset also, and so is Max Rafferty. They are three sour grapes.

"I would hate to have to drink out of their cup of charity; it would be pretty bitter."

LLOYD L. LINDQUIST

State Commander, Veterans of Foreign Wars, Department of California

Introduction

The Chairman next presented Commander Lloyd L. Lindquist.

"Delegates, at this time it is a pleasure for me to present to you for an address, a leader of an organization in our state of a group of men who have given their all in support of their country, in defending their country, and the great freedoms that we have and know in our country.

"I would like to present to you the State Commander of the Veterans of Foreign Wars, Department of California, Commander Lloyd L. Lindquist."

Address

Commander Lloyd L. Lindquist then addressed the delegates:

"Delegates and members of the California Labor Federation of the AFL-CIO, I bring to you greetings from the Veterans of Foreign Wars of the State of California.

"I thank you for this opportunity to speak to you briefly. Two years ago I was very proud to stand before this great body as Junior Vice Commander of the Veterans of Foreign Wars, and today, as Commander of this great organization that I represent, it is, indeed a great honor to be with you.

"No doubt many in attendance today are members of the Veterans of Foreign Wars, so you know what our organization is and what it stands for.

"From the day that we were organized, our main concern has been for the welfare of the veteran, to see to his needs: for his health, jobs, his rights, and that these are always available for him, because these we know that he has earned, and he has earned everything that he is entitled to under the law.

"It is our responsibility and yours that this country never forget what the veterans did to preserve our great nation.

"During the last two years we have been confronted with many problems that never used to enter our minds, and I presume that your problems are also different from what they used to be.

"I want to commend the unions for their concern for the working class of this nation, to which many of our members belong, but there are other problems that worry us and that we should all be concerned about. One of the problems is our youth, the future of our country, and the way that some of our youth are acting and thinking today.

"I want you to know that we are doing our utmost to promote youth programs that would help the youth of our country to see and feel the importance of being Americans.

"There are other things that are happening in this great land of ours that worry us—they worry all good Americans—and they are the outright disloyalty, the misrepresentation and the treachery that threaten our country from within. We see it every day and we read it every day, but, you know, the sad part of it is, our fighting men in Vietnam also read it, and they also hear of it.

"I am very happy to say that the Vet-

erans of Foreign Wars stand firm on their commitment to American men fighting in Vietnam and to the cause for which they are fighting, and we demand a complete victory over the communist aggression.

"Here on the home front we want prompt, vigorous and legal action against people in this country who seek to impair the war effort in Vietnam.

"I want you to know that never in our history has there been a greater need for our organization and other veterans organizations like ours than there is today; not only to help the thousands of veterans that are returning home each day, but for the needs of World War II veterans fast coming in need of service, due to the factor called 'age.'

"Our organization is also needed to promote Americanism in our communities throughout our country, and to help to teach the meaning of pride of country and flag.

"We, like yourselves, must be watchdogs over our leaders in government at all levels, for if we don't, we will gradually lose every benefit that our comrades fought so hard to get for us.

"We must see to it that the identity of the war veteran never dies in this country. After all, these are the men that our country should be thankful for.

"Then, of course, we must be on guard at all times so that communist aggression does not take over our country. There are some of our leaders in this country that have been implying that the communist regime is softening, but believe me—believe me, ladies and gentlemen, they are not and they have not. They are still pursuing the objectives of global-communist conquests and the destruction of the United States of America.

"So, you see, we have our projects and our job is cut out for us, and I know that we can count on you to help us to see that our country will remain our country.

"In a country where we continue to have the Veterans of Foreign Wars and our unions, we must all work together. We must never confuse unity of purpose, aims and goals with argument, opinion, vigorous controversy and thought. A thorough examination of the dissent of others is necessary if truth is to prevail.

"We welcome your support in our endeavors. We have many of the same members and we are striving for many of the same objectives.

"May we all have the self-satisfaction of knowing that we, you and I, have done

our part, because, ladies and gentlemen, America needs us.

"Thank you very much."

FURTHER REPORT OF COMMITTEE ON RESOLUTIONS

Committee Chairman Small at this time presented a further report of the Committee on Resolutions.

STATEMENTS OF POLICY

"XIII. Foreign Policy

"We condemn the dastardly armed invasion of Czechoslovakia by the Soviet Union. We support the United States policy in Southeast Asia and the need for adequate strength to deter and defeat any aggressor.

We proclaim that in an unsettled world torn by crisis, poverty, war, and disease the building of a durable peace must be a national preoccupation.

The United States, as one of the world's strongest democratic nations, and other free democratic nations must provide the necessary leadership in charting a course for free people that will make freedom and democracy meaningful words throughout the world.

Organized labor in California reaffirms its strong support of the foreign policy positions of the national AFL-CIO."

The committee recommended concurrence.

Delegates Ken Larson (Federated Fire Fighters of California), Ed Shedlock (Utility Workers), and Joe Seymour (Operating Engineers, Los Angeles) spoke in support.

Delegates Ann Draper (Amalgamated Clothing Workers) and Claude Fernandez (Retail Clerks No. 428, San Jose), spoke in opposition.

William Perkins (Offset Workers and Printing Pressmen No. 78) moved that the final section regarding Vietnam Policy be referred back to the Executive Council, and that the whole statement be broken up into sections on which the convention might vote separately.

Delegate Abrams (Typographical No. 21, San Francisco) spoke in support of Delegate Perkins' referral motion.

Irvin Mazzei (American Guild of Variety Artists) rose to a point of order, as to whether the referral motion was debatable.

Chairman Gruhn stated that it was not and called for the question.

Delegate Perkins' motion to refer was defeated.

Samuel Otto (Ladies Garment Cutters No. 496, Los Angeles) and Dale Marr (Operating Engineers, San Francisco) spoke in support of the motion to adopt the statement on Foreign Policy.

Max Osslo (Butchers No. 229) called for the question.

The motion for the previous question carried.

Chairman Gruhn called on committee Chairman Small for closing argument on his motion.

Vote was taken and the motion to adopt the Foreign Policy statement carried.

"XIV. Natural Resources

"The nation's natural resources are threatened by special interest groups seeking short-run gains at public expense. Organized labor pledges its support of an overall natural resources policy that includes combating air and water pollution. In California we pledge continued support of federal reclamation law, reviewing it as an excellent means to plan the state's future development."

The committee recommended concurrence.

The committee's recommendation was adopted.

"XV. Consumer Protection

"The past two years have witnessed a number of long-overdue breakthroughs in the consumer protection field at the national level, although an opposite trend now exists in California. Major expansion of consumer education programs remains necessary however, and legislation to protect consumers in the insurance, drug, health, and food inspection fields is sorely needed."

Foreign Policy Resolution

Chairman Small then gave the Committee's report on a resolution related to Policy Statement XIII.

Resolution No. 101 — Immediate Withdrawal from Vietnam.

"The subject matter of this Resolution is concerned with the policy of the United States Government in Southeast Asia.

"In Statement of Policy XIII—Foreign Policy, full support of the U.S. policy and the need for adequate strength to deter and defeat any aggressor has been approved.

"Resolution No. 101 is inconsistent with that policy and accordingly it is recommended that the Resolution be filed.

"And I move the adoption of the Committee's report."

The committee's recommendation was adopted.

This completed the partial report of the Resolution Committee.

PARTIAL REPORT OF CONSTITUTION COMMITTEE

Max J. Osslo, Chairman

Chairman Gruhn next called on Chairman Max J. Osslo of the Committee on Constitution, who reported as follows:

Resolution No. 106 — Per Capita Tax.

"Your committee in reviewing this matter in detail agreed it would be desirable to make a short general statement on this resolution.

"Your committee unanimously feels that there is a clear need for an increase in the per capita tax paid to this Federation because of the steady increase of costs over the past ten years. It should be pointed out there has been no increase in the Federation's per capita tax since the merger in 1958, and yet over this ten-year period practically all costs have increased. For example, ten years ago there were legislative sessions only every other year. Now the California State Legislature meets annually, and these annual sessions run much longer than did the sessions a few years ago.

"Your committee also noted that 41 state central bodies have increased their per capita tax since October, 1961, and even with an increase from five cents to eight cents the monthly per capita tax of this Federation will be below the average for all state central bodies, which is in the neighborhood of twelve to thirteen cents.

"Your committee further noted that other central bodies in California, as well as state councils, have recently increased their per capita tax and, further, that the withdrawal of the UAW has had a detrimental effect on Federation revenues. Your committee also felt that a three-cent increase in per capita tax should make it unnecessary to have other increases for a number of years in the future.

"For all these reasons your committee unanimously felt that an increase from five cents to eight cents was a modest but essential step.

"Your committee recommends concurrence in Resolution No. 106 and I make the motion that the committee report be adopted."

Delegates James Booe (Communications Workers No. 9490, Oakland) and

Bob Burns (Communications Workers No. 9421, Sacramento) spoke in support.

Harold Dugdale (Communications Workers No. 9410, San Francisco) suggested deferring the matter until the Herald-Examiner Strike-Lockout Committee made its report.

President Gruhn, however, put the motion, and the committee's recommendation was adopted.

FURTHER PARTIAL REPORT OF CREDENTIALS COMMITTEE

G. J. Conway, Member

At this time the Chair called on G. J. Conway, member of the Credentials Committee for a further report.

"Mr. Chairman, Brothers and Sisters. Your Committee on Credentials has a further partial report to make (See completed Roll of Delegates.)

"Mr. Chairman, on behalf of the Committee I move the partial report be accepted."

Motion was carried.

Delegate Conway then announced:

"Mr. Chairman and Delegates. Under the Constitution of the California Labor Federation the final session of the Credentials Committee will open at noon today. That will be the final session. So if any Delegates have not registered, please get out there and get registered.

"Thank you.

"That will be at the El Dorado Hotel."

ALBERT C. BEESON

**Director, California Department of
Industrial Relations**

Address

President Gruhn then presented Albert C. Beeson, Director of the California Department of Industrial Relations, who addressed the delegates as follows:

"Mr. Gruhn, Mr. Pitts, Officers and Honored Guests of this Convention: it is with more than usual appreciation that I thank you for this opportunity to discuss with you some of our mutual problems concerning the responsibilities of the State Department of Industrial Relations.

"The fact that a Governor you did not support appointed a new Department administration has not changed our mutual responsibility to the wage earners of California. I am gratified that your officers and members have recognized this and, while not always agreeing with the administration, they've been most friendly and cooperative. Your invitation bespeaks

such an attitude, and I sincerely thank you.

"I had thought of coming here and speaking something about, shall I say, the opposition candidates, but after I heard the very good talks, I tore that speech up. I also enjoyed hearing your debates on foreign policy and I must say I commend you highly for your decision.

"Today, I report on progress in fulfilling our statutory requirements and improving on the fine record California has proudly posted as one of the foremost states in such fields as safety, workmen's compensation and other labor laws.

"I also wish to explain some of the differences which have developed in the past nearly two years of the Reagan administration.

Many Areas of Potential Cooperation

"In the very important responsibility for workmen's compensation administration, I can report continued leadership by California. At the recent International Association of Industrial Accident Boards and Commission's convention in the State of Wisconsin, the first state to have a workmen's compensation law, up-to-date statistics confirm that leadership. Since then, administration-supported legislation to increase temporary disability from \$70 to \$87.50 per week has passed the Special Session of the Legislature and I understand the Governor is going to sign that legislation this afternoon. Even better coverage could probably be had if some of the costly minor claims or doubtful cases of degenerative diseases could be avoided.

"Progress in reducing time-consuming litigation and a substantial reduction in case backlog is worth mentioning.

"Labor has always willingly shared the responsibility to reduce and prevent industrial accidents with Management and our State Division of Industrial Safety. Contrary to some administration critics, more inspections (rather than fewer) have resulted in new low records in both accident frequency and fatality—a record that leads the rest of the country. It is still not good enough, but it is better than anybody else.

"Governor Reagan has emphasized that this is still not good enough, especially in heavy construction and agriculture. Certainly labor and management with full support of the state will continue to work together in accident prevention.

"Incidentally, the Governor has recently given us the request or order that we

find a way to decrease the number of accidents in the state among the state employees. The record there is not as good as it is in industry.

"Again, labor and management closed ranks in the last legislative session to protect our state's apprenticeship program from a dangerously misguided attempt on it by its foes.

"With full cooperation of the Governor's office, and with your help—probably we couldn't have done it without your help—the Division of Apprenticeship Standards was retained within the Department.

"We will need your continued support, however, to share more broadly the needed skill training with all components of our California youth. Ability and willingness to learn will continue to be our guidelines regardless of race, color or creed.

"The Division of Labor Law Enforcement has been under attack, including a current suit for alleged failure to enforce the Wage Collection Mandate. Here we find a difference of interpretation. Commissioner Hern contended and the Administration supported him in feeling that in those cases where a union contract contained a grievance procedure, the parties themselves should be expected to process any wage claim before asking the Labor Commissioner's help. The same philosophy prevails for payments by employers to pension and training funds.

"In criminal cases and in the absence of grievance procedures, the Division of Labor Law Enforcement has continued to represent claimants. Numerous unions have agreed with us that this position is reasonable. Not incidentally, the resultant time saving has enabled the Division to reduce sharply its case backlog and devote more time to field investigations.

"A mutual problem for labor and management in this field involves the probably archaic law preventing the employment of aliens on public works, thus running head-on to the opposite F.E.P. laws.

Minimum Wage Problems

"You have heard a great deal about the litigation regarding enforcement of the minimum wage in agriculture, as well as in the theater industry. Here, the Division of Industrial Welfare and the Department have not refused to enforce but rather followed the original advice of the Attorney General's Office and have said that we will promptly enforce when the courts tell us what the disputed law

is. Of course, we were formerly stayed from enforcement in the case of the litigants. We now await possible appeals from the Sacramento State Court of Appeals Order to enforce the agricultural wages. In the interim, we have cautioned employers that they should not only keep case records but deposit the disputed differential in separate bank accounts.

"We have in the last few days invited anyone who is concerned about this to give their name and address, forwarding address, and so forth to our 19 offices so that if by chance they don't come back to the state, if they are out of state, or lose track of that employer, we can help them get what is coming to them if this becomes the law.

"I doubt that you will agree with me, but I wish that you would rethink the philosophy of a State Minimum Wage Law versus the application of the Fair Labor Standards Act to all presently covered employees in California. I realize this is very controversial, but I am very concerned with having a politically-appointed Commission set a minimum wage.

Efforts to Resolve Conflicts

"Speaking of agricultural employees, I do not intend to ignore the problems of unionization in this field. Here again we need a mutual solution of the problem of the farm worker who should be entitled to the same organizational protection as the industrial worker. But how do we answer the farmer-grower who points out that a labor dispute at the time of harvest can bankrupt him, let alone destroy a food crop? It's a tough question.

"Again, while consumer boycotts are legal, thinly disguised secondary boycotts are not and won't solve this problem, but I certainly am glad to work with you to try to find the solution.

"Incidentally, our Conciliation Service has never refused to either hold meetings by the parties or elections when both parties agree, contrary to public understanding, but some of you know this. I know neither party has desired elections, so our conciliators just haven't been invited to the party.

"Again, while we probably are in agreement regarding the rights of public employees to self-organization and collective discussion of their wages and working conditions, we must recognize as citizens a difference between industrial strikes and the interruption to the public of the vital services, such as police, fire, hos-

pitals and perhaps teachers.

"We badly need some original and inventive thinking in this area.

"There is one final and most important mutual problem which labor and management better solve or face undesirable government intervention. This is the tough problems of the destruction of our wage earners' purchasing power, wages and pension funds through inflation. While government should be charged with the major responsibility to curtail unnecessary spending and the excessive growth of credit, the mutually-concerned institutions of labor and management cannot shrug off their share. Accelerated price increases and too rapid increases in wages are at once reflected in the erosion of our dollars both here and abroad.

"This is not an easy problem, as I well realize the difficult position of the labor leader who fails to protect his constituents from the rise in the Consumer Price Index or even large wage increases won by other unions. Neither can management long keep their jobs if they fail to produce profit for their stockholders. But unless we do find a statesmanlike solution, we will certainly face wage and price controls, and it doesn't matter who is elected; I think the Republicans, as much as they say they are opposed to it, in time will find this problem staring them right in the face.

"This recitation of some of our mutual problems is neither meant to be defensive nor accusative. On the contrary, I sincerely invite your earnest efforts to find workable, fair solutions for the sake of the economy of California and its wage earners.

"Some of you will say, 'We want to work with the Administration but have not felt welcome.' Let me say to you that many of you know of my efforts which will continue to open up dialogue with your representatives and the Governor's office.

"My office, of course, will continue to be open to all of you as we hopefully work together for progress in this great state of California.

"Thank you."

Announcements

The Chair recognized the Secretary for announcements.

"I have been asked to announce to you that right at the recess at noon, there will be a report on the drawing for the five Union Label prizes that are presented by the Amalgamated Clothing Work-

ers. The first prize is a man's suit; the second prize is a box of three shirts; and the third, fourth and fifth prizes would be in each instance a box of ties. This drawing will take place immediately upon the recess here, so please remain in your seats for a few moments to find out who is the lucky person."

Then followed miscellaneous announcements.

Recess

The Secretary then moved that the convention recess until 2:00 o'clock, asking the delegates to remain in their seats for the drawing.

Whereupon, at 12:03 p.m. the convention adjourned, to reconvene at 2:00 o'clock on the same day.

AFTERNOON SESSION

The Convention was called to order by President Gruhn at 2:12 p.m.

Announcements

Here followed miscellaneous announcements.

CHARLES F. HANNA, Chief
Division of Apprenticeship Standards

Introduction

The President then presented Charles F. Hanna:

"It is a pleasure for me at this time to present to you a member of the labor movement of this state; in fact, a member of the Brotherhood of Carpenters and Joiners, as I understand it, and one who has carried on a great responsibility in the state government in the apprenticeship-training program; one who understands the fundamental relationships of management and labor in connection with the apprenticeship program, and one whom I have known for a great number of years, being from the northern part of the great state of California.

"It is a pleasure at this time for me to present to you the Chief of the Division of Apprenticeship Standards, Charles "Chuck" Hanna."

Address

Charles F. Hanna then addressed the delegates:

"Thank you, Brother Gruhn.

"Brother Pitts, distinguished guests, fellow trade unionists:

"It is indeed a great honor and a privilege to appear before this great labor organization once again. I had this pleasure when I was first appointed to succeed Archie Mooney in 1955. And at that time I introduced into your record a number of suggestions and recommendations about what we should do about apprenticeship and other training on the job; and I want to discuss our progress since then and offer you some additional

suggestions that I feel will make further progress in our mutual endeavor of providing good, honest well-trained workmen for our industries and for our unions.

"The apprenticeship law was enacted in 1939, introduced by one of your own, Jack Shelley, and Tom Maloney. And this was almost thirty years ago. This was the culmination of many years of efforts which preceded the enactment of that law.

"The California Labor Federation was in the forefront of that effort and it was a resolution introduced by this Federation which was the prime mover in securing this fine piece of legislation. Not the least of those who were active in this field was your own Neil Haggerty and my old friend and former mentor, Archie Mooney, and many others.

"Needless to say, there has been great change since then. And yet apprenticeship basically doesn't change, nor will it ever. It is a basic system of acquiring skill and knowledge that enables a person to improve his standard of living while working and producing for his community.

"Our responsibility as an agency of government is to promote, foster and develop the welfare of the apprentice and industry. And that means all apprentices. All apprentices of every race, creed, color or national origin. It is not limited to just the poor ones or the rich ones or the sons of members or owners or just the elite. Apprenticeship is for all youth who can successfully compete for it.

"The practice of a trade cannot be exclusively for the best educated, the best-funded or the relatives. Let the test be the man's own merit. Let the applicant from all walks of life have his chance. Let us help him to make it a success. Let us not forget our own origin and the helping hand that we got from real, honest union men. Everyone has benefited from the helping hand that reached

out to help us learn a trade and acquire our skill and knowledge.

"Let us not forget why there are unions. The union is born and exists for the man who works, for the man and woman who must have its protection. The union must always hold out its hand to the poor, to the unemployed, to the black man, the brown man, as well as to its own comparatively affluent members.

"And how may we best do this? The AFL-CIO is firmly on record in support of the best possible free education for all, but all too often apprenticeship is left at the bargaining table. There is very little participation by unions in other forms of on-the-job training at this point. And this is one of the things that I want to strongly suggest to you: that those of you who have apprenticeship programs and others who have skilled persons look to the other training on the job that is gaining momentum.

"Too often the whole responsibility for training is left to the management alone or to the school. This year just passed has witnessed the most serious threat to apprenticeship in recent history.

"Legislation designed to diminish poverty amidst plenty would have changed an agency that serves all unions and the employers and youth alike, to one which could serve only welfare clients. Fortunately, management and labor were able to get A.B. 1463 amended to save California's Apprenticeship System as we know it, and for this, I want to pay my respects and thanks and deep appreciation to all of those in this Federation who did so much to successfully amend that bill. That was fully supported by both the Speaker of the Assembly and the Governor.

"The purpose and intent of the bill was and is good; I think it was inadvertent that apprenticeship would have gotten ground up in this system had that bill not been amended.

Opportunities Needed for Minorities

"The fact is that many believe the apprenticeship system is the reason that in some trades there are few, if any, black people. It seems to them that it has taken too long to do all that must be done. You bring minority people into apprenticeship in the numbers that they should be. We have made giant strides to close this gap in the defense of apprenticeship standards, the members of the California Apprenticeship Council, some of them your delegates here, have done much more than required of them by law.

There are many evidences that we are going to solve this problem, but the time is getting short. During this year just passed, 1968, compared to a statistic of four years ago of 2.4 percent minority people, black people, there were 5.5 percent black men who entered apprenticeship this past year, and this indicates tremendous progress, and this comes as a result of what all of you are doing. I say this so as to clear up the record and many of the misstatements that have been made about this, and I firmly believe that with this kind of progress, it won't be very long until the allegations of discrimination against unions and Joint Apprenticeship Committees will no longer be justified in any case.

"This problem must be solved by your Joint Apprenticeship Committees. Every one of them must work at it. The Apprenticeship is a voluntary system. Labor, you, and management administer their own programs. Our agency of government does not control, so in the true sense of democracy, we have a system which can solve its own problems in the best possible way. But unless all Joint Committees do what many have already done, then the whole system may be destroyed because of the failure of a few to be disinterested Americans.

"You may be sure that the Division of Apprenticeship Standards will continue to do all that it can, but we must have your help.

"The California Labor Federation has contributed many of the programs that have proven to be successful, not only in California but nationally. It was your own President, Albin Gruhn, who in 1960 formulated the basic California plan for equal opportunity in apprenticeship and much of this has been accomplished. This consists of statewide equal opportunity in apprenticeship, consisting of labor, management and minority organizations and local groups.

"We developed in California the Apprenticeship and Training Information Centers plan, whereby all the information could be given out at one central point to all youth who wanted it. Unfortunately, this last session of the legislature knocked out the appropriation for that very beneficial program.

"We are going to ask your help to recover that, because this was one of the things that our agency was able to do to help solve this problem.

"Your Council has made many recommendations for changes in the rules and regulations governing apprenticeship,

most of which the California Apprenticeship Council has adopted.

"Your Federation has supported the adoption of criteria, and this is, by the way, the only state that has such criteria for the fair and impartial selection procedures. They have many committees. They have supported legislation for ethnic surveys and for many other progressive moves to help increase the number of apprentice jobs.

"I have already mentioned the defeat or the amendment of negative legislation. The record, however, in creating more apprenticeship jobs is not good, and I know that many of you have unemployed journeymen on the Boards who are not going to agree that there should be more apprentices, but yet we see hundreds of jobs, good jobs, that would provide a decent standard of living to our young people which go begging because there is no one being trained for that job.

Recommendations on Apprenticeship

"I will offer a few recommendations for your consideration, which a few years ago didn't sound so good, but I think at this point they may sound better because this we must do, create more jobs for our youth.

"There are these suggestions which I believe you might wish to consider, and they will provide many more apprentice jobs to the detriment of no one, and to the benefit of all of us including the consumer who must rely on your skill at work.

"There should be a full quota of apprentices on all public works contracts.

"There was legislation in the recent session, which after many amendments, trials and tribulations, was enacted and signed into law. This will provide an increasing number of jobs on public works contracts for apprentices.

"In the state, national, local civil service systems, there are very few, if any, apprentices. In the great city of San Francisco, as an example, there are one thousand journeymen and no apprentices.

"The State of California has, under the direction of the Governor, initiated an apprentice program in the state civil service and the Operating Engineers and Printers are now participating in it.

"The fourth point, and I think this is probably as important as any, is for an adequate provision of funding for apprentice programs, not necessarily through an agency such as mine, but for various purposes that would stimulate

and support it somewhat on the same basis that we see so many other programs funded willingly by the taxpayers, by your people.

"We feel that there is going to have to be something such as this if the apprenticeship system and other training on the job and journeymen training are going to begin to meet the needs of your organization for skilled people. I feel that there should be not just passing interest or alarm when a bill is introduced but full-time attention by your California Labor Federation, by your State Building Trades Council, and others for the training of your people. I likewise believe that the employers' association should feel this same responsibility for this most important item.

"In the last four years we have lost four thousand apprentices. If this downward trend continues, we will either begin to phase out as craftsmen altogether or we'll find ourselves in some system in which labor will not be permitted to participate.

"You can no longer afford to let apprentice and other training on the job be a minor plank in your platform. It is a major issue in this state and in this nation now, and you must give it major attention. If you don't, you will find that your right to participate will go by default.

"I'd like to touch very briefly on two other programs of interest.

Benefits for Veterans in Training Programs

"Again with your help and that of the national organization, there was a new G.I. Bill which provided entitlement and certain monetary benefits to eligible veterans who served their country well, if they are enrolled in an approved training program such as apprentice and other training on the job.

"I know that most of your unions participate with your companies in a variety of training programs, and I would suggest that you look about you, and if you have such a program and if you have veterans — I know that most of you do — you should take some interest in helping them secure these benefits. It amounts to as much as a hundred dollars a month to these fellows. Only a few of these veterans who are your members are receiving these benefits to which they are entitled. In some instances some companies want national programs only, and they refuse to apply for approval by the state.

"This is supported by the Department

of Labor. I feel these companies have no right to deny these men the benefits they earned while serving their country. We are going to meet in Washington very shortly, hopefully to make some arrangements whereby the training programs can be approved whether these companies want to have them approved or not. Because Congress has said your members are entitled to these benefits and they should have them.

MDTA Training Terminated

"Now, a little mention of M.D.T.A. I think you probably have heard more of this than you want. But our Division has participated in this program since 1963, and out of this program we developed training programs, some in apprenticeship and some in other training on the job for 25,000 people. Forty percent of these were minority people, and 100 percent were so-called disadvantaged. This was at a cost to the federal government of four to five hundred dollars per trainee.

"This was abruptly terminated, and now we find a substitute program by management which is costing some \$3500 or more. I think this should be looked at carefully.

"Mr. Chairman, I know that you have a very busy convention. I know that you will give very serious attention to these matters, and I look forward to many more years of cooperation with this organization. I assure you that you need only call on the D.A.S., and we'll do every possible thing we can to make your program and ours successful.

"Thank you."

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman

The Chair recognized the Chairman of the Committee on Resolutions for continuation of his report.

BALLOT PROPOSITION NO. 1

"Digest: Constitutional Revision. Repeals, Amends and Revises Portions of the Constitution."

Recommendation: No recommendation

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 2

"Digest: Provides that Publicly Owned Property Located Outside Boundaries Shall Be Assessed According to Prescribed Formula and Specified Conditions."

Recommendation: Vote Yes.

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 3

"Digest: Bonds to Provide State College, University and Urban School Facilities."

Recommendation: Vote YES.

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 4

"Digest: Personal Income Taxes. Legislation may provide for reporting and collecting California personal income taxes by reference to laws of the United States. This prohibits change in state rates based on future federal rates."

Recommendation: Vote YES.

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 5

"Digest: Authorizes the legislature to insure or guarantee loans for construction, improvement or repair and for purchase of original equipment of specified hospital and other facilities."

Recommendation: Vote YES.

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 6

"Digest: Insurance Companies, Gross Premium Tax. Permits the legislature to exclude from base of gross premium tax premiums paid on specified contracts providing retirement benefits."

Recommendation: Vote NO.

Delegate George Johns (San Francisco Central Labor Council) rose to a point of information concerning the effect of this proposition on private educational institutions and their faculty.

Chairman Small replied:

"The only answer I can give to Brother Johns is the fact that this Committee spent about an hour and a half on this one resolution after reviewing all possible aspects of it. We also called for whatever information was available from the staff of the State Federation. And we were convinced after much deliberation that this recommendation is proper and therefore the Committee recommends Vote NO."

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 7

"Digest: Legislature may provide that money allocated from the State General

Fund to any county, city and county, or city may be used for local purposes."

Recommendation: Vote YES.

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 8

"Digest: Apportionment of Local Sales and Use Tax. Legislature may authorize entities to apportion sales and use tax revenues collected for them by state, if approved by voters."

Recommendation: No recommendation.

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 9

"Digest: Taxation. Limitation on Property Tax Rate. Provides formula limiting total ad valorem tax burden on all property after July 1, 1969."

Recommendation: Vote NO.

Delegate Cinquemani (Los Angeles Building & Construction Trades Council), Delegate White (Allied Printing Trades Council), Ken Larson (Federated Fire Fighters), Harold Jaeger (Electrical Workers), Hank Clarke (Public Employees No. 1675), and John Meritt (State Council of Culinary Workers & Bartenders) spoke in support.

Don Haggerty (Local 639, Hollywood) spoke in opposition.

Joseph Seymour (Operating Engineers No. 12, Los Angeles) called for the question.

The committee's recommendation was adopted.

PAUL HALL

Escorted to Platform

At this time, the escort committee accompanied Paul Hall, International Vice President of the AFL-CIO to the platform.

COMMITTEE ON RESOLUTIONS

Report Continued

Chairman Small continued his report.

Resolution No. 99 — Excessive use of Police Power.

"The subject matter of this resolution is concerned with excessive use of police power. Your committee emphasizes at the outset that it does not condone any type of police brutality in any area where it may occur. Furthermore, it firmly believes there is an overwhelming necessity for the improvement of police community relationships in many

areas. However, your committee is also convinced that there is the absolute necessity for continuation of effective law enforcement so that law and order may be maintained.

"In order to accomplish these complex objectives it was the feeling of your committee that extensive time and effort would be required. Your committee accordingly, with the reiteration of views just mentioned, recommends that the subject matter of this resolution be referred to the incoming Executive Council of the Federation for review and action and that this resolution be filed.

"I move the adoption of the Committee's report."

Dan Silva (Communications Workers No. 9412) moved that the Resolution be tabled, but was ruled out of order, as there was no motion on the floor.

The committee's recommendation was adopted.

Resolution No. 6—Israel and the Histadrut.

The committee recommended concurrence.

The committee's recommendation was adopted.

This completed the partial report of the Committee on Resolutions.

FINAL REPORT OF THE CREDENTIALS COMMITTEE

The Chair recognized committee member Jerry Conway for the final report of the Credentials Committee. (See completed Roll of Delegates).

On Delegate Conway's motion, the convention adopted the report.

Chairman Blackburn then thanked delegates, committee members and staff for their fine cooperation, saying that it was one of the finest committees he had worked with since first being put on the committee in 1937.

Appreciation to Committee on Credentials

President Gruhn then added: "This is a pretty hard-working committee. I think, from all indications, you have done a very fine job. At this time I wish to express the thanks of all of us for your efforts and work at this convention.

"At this time I wish to dismiss the committee with a vote of thanks from all the delegations at the convention."

PAUL HALL

**President of the Seafarers'
International Union and Vice
President of the AFL-CIO**

President Gruhn next presented AFL-CIO Vice President Paul Hall.

"At this time we are honored in having with us the personal representative of the President of the American Federation of Labor, AFL-CIO, George Meany, to address you. I know his message is a very important one, knowing the facts of life as we face them in the labor movement today.

"At this time it is a great pleasure for me to present to you Paul Hall, President of the Seafarers' International Union and Vice President of the AFL-CIO, and as I mentioned earlier, the personal representative of George Meany. Paul Hall."

Address

Vice President Hall then addressed the delegates:

"Thank you very much, Al Gruhn.

"It's very nice to be here and say 'hello' to you and to Tom Pitts, to the Executive Board Members, and to all the fine delegates at this great California State Labor Federation.

"As you know, it's always a pleasure for me to be here without regard to whom I happen to be representing at the time. Under any label it's a pleasure to be here.

"On behalf of George Meany and the AFL-CIO and its millions of members, I would bring to you their fraternal greetings and congratulate you on the progress you have made in spite of the problems which you have encountered in answering those problems.

"I'm not going to make a speech here today. Rather I would like to think that I could just talk with you for a few moments. I know you have heard a great number of speeches.

"I would like to talk with you more to the assignment I have been given as one of the Council Members of the AFL-CIO, and once again working with the State Labor Movements and the Central Bodies in relation to the coming election, the national election. It is in that context that I would like to discuss several matters with you. I have said this at this same convention before—at your last convention, as a matter of fact—that I'm not talking to a bunch of amateurs here; I'm talking to a bunch of professionals, people that represent people at the shop-

steward level, business-agent level. Therefore, I will try to talk to you in those terms and in that tone.

Importance of Presidential Election

"We are confronted in the next four or five or six weeks with probably the most difficult struggle and the most important struggle that this trade union movement of ours has been confronted with for a long time. We are in that quadrennial agony known as the Presidential Election.

"We have to make a choice. Unfortunately, lots of issues have developed in this campaign that obviously will need considerable clearing, lots of questions that should be answered. But the main thing to remember is that we have just a short time to do it in.

"In making some of these observations, I would point out that it seems rather cruel and unique to me that we are faced with what some people call alternatives. To my way of thinking, we are not confronted with an alternative, but we are being confronted with a situation where the people who would divide and hurt us are saying to us that we do have an issue on which we must make up our minds between two, three, four separate courses.

Only One Choice for Labor: Humphrey

"To me nothing could be further from the truth. So far as we are concerned and this labor movement, and this is the point of view of the union I have the privilege and honor to represent, there is really only one choice we can talk about, and that is Hubert Humphrey. As to the other candidates, I don't intend to spend a great deal of time talking about them. I think it would be a waste of time for you who are here.

"I believe, too, that in some areas of our labor movement, too many of our people are talking too much about the opposition and not enough about our own candidates.

"As far as Wallace, I personally would dismiss him briefly. I come from the state of Alabama. I was born and raised there. I would like you to know something. The state of Alabama and the power structure established in that state, of which, George Wallace is a very definite part, is not just anti-Negro. He is anti-poor white. He is anti-poor people.

"As a native of Alabama, I can tell you I couldn't conceive of anyone in his right mind voting for George Wallace, because he is representative of that establishment which dedicates itself to the

proposition of keeping our kind of people and particularly the poor black and white at the bottom of the totem pole. To me, to give serious consideration to any vote for this man without regard to whether you may be voting for him on the basis of your own bias or prejudice, to me that would be absolutely ridiculous.

"My friends, that doesn't come from the trade unions, it comes from an Alabaman as well.

Nixon and Landrum-Griffin

"As far as Mr. Nixon is concerned, one of the great plagues that we have been confronted with in the last few years—I know that our organization has made a constant outcry—is over the question of the Landrum-Griffin Bill and the form and fashion in which this very present administration has administered that law. We think it has not been applied properly, nor has it been enforced properly.

"But there would not have been a Landrum-Griffin Bill to enforce in the first instance if Richard Nixon had not passed the tie-breaking vote that made the law possible on the statute books of this country.

"Therefore, how could a trade unionist in his right mind vote for the candidate who has placed on the books this law which, to my way of thinking, is probably the greatest plague to this movement in this country.

"I have said many times, while we are confronted with great needs and demands as to fighting for social and economic reforms and gains, that the greatest handicap that we suffer under is the application and misapplication of the Landrum-Griffin Bill. This has been a tremendous burden on the backs of the local union officers. Sometimes in Washington and sometimes in the headquarters where the international unions operate, I do not feel that they are constantly aware of this. But I know that I'm talking to the grass-roots labor movement in California. There are those among you who do administer every day in your capacity as union representatives the business and affairs of your union and its people. I am sure you will agree with me that the manner in which this Landrum-Griffin Bill has been enforced, and most of all, the Landrum-Griffin Bill itself have brought a great deal of damage and cost in time and effort and everything else to this movement.

"Therefore, how could you vote for the man who made this law possible? It's

rather silly. I would not intend going into a great deal of other things.

"I know within this great labor movement of ours, and I know that California is an example, I know that there are differences of opinion as to candidates at the lower level, whether it be for Senators, Congressmen, and so forth.

"I would like you to know that in our organization we have differences of opinion with some of our dearest friends in this movement over candidates whom we should support. But not in the Presidential Election.

"I would point out, for example, unhappy as I am to tell you, I do not think that this Democratic Party, by any means, shape, form or fashion, has done its responsible duty in relation to the Landrum-Griffin Bill. As a professional seaman and as a man who has a great deal of pride in representing seamen, I can tell you with sorrow, neither has this administration done any job in relation to the maritime industry in this country. I have said it before, and I would be somewhat less of a man if I did not say it now. Those of you who come from the shipping industry and allied areas know well of what I speak.

Maritime Needs

"On the other side of the coin, many Republicans have done a lot of work for this industry. It would interest you to know that this very night Richard Nixon has released the context of a major speech in Seattle. He is saying about the maritime industry everything that every maritime and shipping union has been saying for years.

"Yet we are not for Richard Nixon. Why? Very simple. We are professional seamen and maritime workers. But most of all, we are trade unionists. Our responsibility to this country comes first of all to all these people. Nobody, whether it be Richard Nixon or anybody else, can wean us away from this movement by saying and attempting to do the things that he believes as craftsmen we would have done as to our jobs. The old saying that: the only banana that you have to skin is the one you take off the bunch—they are not taking us off the bunch.

"I don't care if Richard Nixon promised us three times what he has promised, which is double what the Democrats have even talked about.

"Why are we for Hubert Humphrey who has yet said nothing about maritime? Why are we then for Hubert Humphrey?

Humphrey for Social Progress

"In spite of our feelings, and they are rather strong feelings, we are for Hubert Humphrey because Hubert Humphrey represents that point of view on those things of a philosophical nature, of social and economic progress-type of nature that we in our working movement believe is essential to a better world. Hubert Humphrey may not be as concerned over maritime as we would like for him to be as seamen. I can assure you that the record is quite clear that he has been greatly concerned over the aged; he has been greatly concerned over Medicare; he has been greatly concerned over education for the youth of this nation; all those things which his opponents do not even bother to mention too much. That is why we are for Hubert Humphrey.

"Sure, on short range, it may be possible for some of you to think: Well, because we like or dislike this or that guy, or we have this or that local union level of opinion or approach, we should go to him who pulls out the biggest carrot or biggest offer. But that is not how this trade union movement was built; that's not why it was built.

"I would like to think as George Meany has so properly proposed and stated: the labor movement is the poor-man's lobby in Washington, D. C. The labor movement is really the spearhead of the fight, the vanguard of the troops, and the people who care about all Americans and not just trade union members.

"Many of us have many times passed that. We are fighting, at George Meany's request and our desire, for the benefit of and assistance to Hubert Humphrey and on behalf of all those Americans who want a better form of life in our society who do not yet have it.

"What kind of America could we have if we had a man as the head of this government who has disowned and put down the grape workers of this great state? People whom you and I know certainly are in need of every kind of assistance that they can get. They are the one area of our society (even those with money and those of the privileged agree with us, the trade-union class of this country and the trade-union movement) that do need help and do need assistance.

The Records Are Clear

"Hubert Humphrey has made his position on these matters quite clear. Nixon has made his position on these matters quite clear. I need not tell Californians

what that position was. You know what he had to say.

"I do not hold necessarily to the theory that he said it because he did not know law, that he did not know that in spite of what he said these workers were not entitled to the law he quoted. I preferred to believe that he did know the law, but he made the statement anyhow, and he made the statement because of those larger business interests in this country which have an interest in putting down those types of workers. And it isn't just the grape worker as such. He is a symbol of the things for which we are fighting, that help the underprivileged.

"I say again to you that Humphrey by all of his record is the guy who best represents what we need.

"I know that you have heard of the voting records. I know that they have been quoted here. I know that you have heard all the speeches. I know that you are aware of the fact that the movement keeps a score on the votes. Some of you may have heard George Meany give these figures on 'Meet the Press' last Sunday.

"When Hubert Humphrey was a voting member of the Senate of the United States he voted some 180-odd times 'Right'—'Right' by my and your standards, by standards that we in this trade union movement established as a guide-rule to determine what legislator was doing the most for the average worker. And he voted some 180 times 'Right' and not one single time 'Wrong.' And you also know Nixon, the other candidate, voted 50-odd times 'Wrong' and eight or nine times 'Right.'

Unity Essential on This Election

"And I don't say this with any animosity personally. Most of us in this union movement know that you don't overwhelm yourself with either speech or passion. Our job is quite clear. First of all, without regard to the differences in California that may exist among you—local union, central body and across-the-board, in a free democracy, my friend, the price that you pay for that democracy is always the discomfort of disagreement and dissent and misunderstanding. And our labor movement is filled with those things, but certainly we are old enough and we have seen enough in this lifetime of ours to thoroughly understand that there are those times, there are those issues, in which all the differences that we might have, whether it is on the issue of Vietnam, whether it is on the issue of what political candidate

to back at the state, county or city level; whatever the issue may be, we know that there comes that time when some issues do come that are greater.

"The stewardship of this great nation is in the hands of the President of the United States. True, he is not a legislator, but it is equally true that he is a fantastically important person. And it is in the President's hands that the power rests on whether to pull the trigger on the atomic or nuclear bomb or not. In the President's hands great powers lie. And I suggest to you that by any standard known to the trade-union movement that the logical man to choose when you consider the records is Hubert Humphrey!

"I regret that some of the people have up to now supported other candidates within the framework of the Democratic Party. And I do not speak specifically of California. I would like to talk about that part of the country in which I work—Brooklyn, New York—where some of the people supported other candidates.

"I see we have some Brooklynites here.

"They say that that is the cultural center of the nation. That is debatable.

"But I know, unfortunately, some of the trade-union movement itself, because of having supported other people, is reluctant to move. But I suggest to you, I suggest to those of you who might even be in accord with this: is there really any choice?

"It would be unthinkable in a time of this type to even consider a George Wallace or Richard Nixon. Absolutely unthinkable! And by the due processes of our society, this great democracy, this loose, strong democracy, we have a choice of three candidates. And I repeat that there is no question, nor has there been in my mind at any time, as to which of those three candidates best represents the things that you and I stand for or that you and I would hope for, for families that we have, for the people that do not have anything.

"Tommy, I told you, recognizing that you are crowded with business, and I understand that you are going to have more speakers, that I would not abuse this delegation and take a great deal of the time. I would have liked to have come in and made what they call a 'speech,' but rather than that I think that this would serve the purpose of laying the groundwork.

Differences Must Be Set Aside

"I have had the privilege of working

with a great number of the affiliates of this State Fed. as well as the State Fed. itself. And I can say to you that I always enjoyed that experience. I can say to you that without regard for the struggles that we have been joined together in, we worked well together and that we did not let other differences among ourselves or other people interfere with that work.

"And let me say to you, my friends, in a case of this sort we will not get two bites at the apple. We are only going to get one bite at the apple. And that falls on Election Day. And if we know what is good for this movement; if we know what is good for this country and, yes, for everybody, with every type of an issue that has been raised from all the way to peace and progress and everything else, we have to take the message to those people—that, without regard to our differences on any other type of an issue, without regard to our differences on any approach to any issue, know we are in our moment of truth. And that moment of truth is that election.

"I suggest that those of you representing local unions and district councils examine your position very carefully. Within the next few weeks you are going to be called on to make a maximum effort. I am well aware that in making a maximum effort it can be costly in time and effort and energy. I am well aware of those efforts because I also am a trade unionist, as you, and I am a functionary. I sit in no white tower. I work in this business every day of the week and I know of the sacrifices that you will be called upon to make. And it will be up to you and your local union, it will be up to you and your central bodies, it will be up to you and the other framework of the trade union movement from where you come to make the decision as to your degree of participation.

"I can only say to you again quoting our own case, there would be many reasons we could give for supporting Richard Nixon because Nixon has come out with a fantastically strong maritime speech. There are many reasons that we could support him because there are many fine Republicans at every level of this state, I assure you, as well as all of the others who have fought for a better maritime industry. And it isn't a happy thing for us to have to make this kind of decision. We have been offered more in this respect than probably any other group in this country. I can tell you this again: that we are well aware in our own little union, as I am sure that you are, that we can only progress as much as all

of us progress. Any time that we desert those people and this movement because someone brandishes us with favors or promises of favors, in the final analysis we shall be led to the guillotine.

"You know, the guillotine was the famous device used in the French Revolution for the cause of painless death. And the man who built and devised and created that guillotine, nine years after its inception (Dr. Guillotine) himself was led up the 13 steps and had his head cut off. That is a lesson of history.

"They are not building anything for us to go up. And I know, too, as strongly as we feel about our maritime industry problems, you have just as strong feelings about other issues. But do not relate them to the presidential campaign. Work and fight for whom you please at whatever level, preferably in favor of all candidates supported by COPE. Work for whom you please, but, my friends, do not let that interfere with your working all together for the election of the man that you and I hope will be the next President of the United States, the man whom we know on the basis of the hard, proven track record best represents your philosophy, my philosophy, the working-man's philosophy and the philosophy that is best for all people of America. And of course I refer to Hubert Humphrey!

"I for one like a good brawl wherever it may be. We will be confronted with problems in our own organization. We have already been subjected to pressures. I know that this movement has been subject to pressures, to hold up the support that we are trying to bring to this candidate. We have had our ears taken down in the last two weeks over the support that we have tried to make available to Hubert Humphrey. But we shall not be deterred, and you shall not be deterred. Let them fight us, let them try to pressure us and let them try to divide us, but united you and I know that we are going to end this ballgame! We are going to win it going and away. And we know that unless we win we didn't create this movement to go out of business!

"Thank you all. And I will see you within the next week or two."

ANNOUNCEMENT

On Grape Picketing

The Secretary announced:

"Mr. Chairman, I have been asked to announce that the Raley's Market where the Brothers picketed last night removed

the grapes from their shelves this afternoon.

"Also I might state that tonight's line will be at another store, as yet undetermined. The Farm Workers Representative will be in front of the building at adjournment time to announce the location for tonight's line.

"May I caution you, though, that if you do participate in this instance, be sure that you watch your clocks and get back to this convention auditorium in time to be present, so you won't be locked out of the evening session."

Miscellaneous Announcements

The Secretary then made additional miscellaneous announcements.

ROBERT ASH

Special Privilege

Chairman Gruhn stated:

"Delegates, I have been asked to grant a special privilege at this time (and I am going to grant it) to one of our old-time labor leaders of this state; one of our Vice Presidents.

"Immediately after he gets through that we are going to go into the next business of this convention, nomination of officers.

"But prior to that, at this time it is indeed a pleasure to grant this special privilege to one whom we all love, one who has been a great fighter in this trade-union movement over these years: Vice President Bob Ash."

REMARKS

Robert S. Ash, Vice President

"I asked for this special privilege for a very important reason in my mind. I have been talking to Tiny Small up there because I had read here recently that in order to start a good speech off you have to tell a story. Tiny and I sat up there and recited some stories that he and I both knew, but neither of us could find one that was appropriate for this occasion. So I am going to delete any stories.

"I had hoped not to take this extra time, thinking that I could say what I wanted to say during the nominations of officers. But then I realized from past experience that when you get down to District 10A there are very few people left in the hall.

"Some of you know and have heard rumors at least that I am not a candidate for Vice President of the State Federation of Labor. I am not a candidate. I am

going to nominate the person during nominations that I hope will receive the endorsement, the approval, of this convention.

"I want to say to you that the principal reason that I asked for this time is that the 22 or 23 years, whatever it is, that I have been a member of the Executive Council of the Federation and the other years prior to that when beginning in, I believe it was 1936 (I am not sure), I first attended a Convention of the Federation, that some of the best times of my life have been spent as a Delegate to this Federation. I had wanted to personally thank some people; and other than two or three, I don't think it is appropriate to go into a lot of names. Not people but organizations particularly.

"I first want to thank all of the officers of the Federation for the trying times that they had on numerous occasions when I was not just exactly in agreement with the policies of the officers. We had some glorious battles over them. But when they were over with, we stayed friends.

"I want to thank a couple of organizations in particular. One of them I will always have a fond place in my heart for, because of all of the work they did, is the S.U.P.

"The Sailors Union of the Pacific gave freely of their time, efforts and energies on a number of occasions when we really needed some muscle, when we really needed some help, when we really needed some people that knew exactly what a picket line was.

"Particularly I refer to those instances that we had when members of our own movement, particularly of recent years, have assumed the right to go through a picket line just because it is easier to tell their members to go to work than it is to tell them to stay away from a picket line and use the excuse of the law. We have had to use organizations to help reinforce our picket line.

"I will never forget that early morning on a Sunday in December of 1946 when, without a request, without calling, without asking for help, when it appeared as though we were going to have a large hassle in the City of Oakland with the City and with the Police Department over a department store strike, the S.U.P. sent a nice crew over there that morning—and they stayed there over the full two days to help us maintain that picket line.

"I want to thank particularly Tom Pitts

for what he has done for the Central Labor Council of Alameda County that I represented for a long time.

"If I ever have any advice to give to a labor organization it would be not to give up the militancy and the fight that this Federation has been able to put on over all of the years. I have had a lot of fun. It has been my pleasure to have worked for you. And I have a few maps, but I don't have enough for all the delegates, if you want to come up and see me at Fort Johns. Though I have only been there a year, everybody in a town of 400 knows where Bob Ash lives. The Texaco station, the Post Office, the meat market, the grocery store all know where Bob Ash lives.

"I would like to have you drift in there. You ask for Ash and they will show you. But I will tell you this: don't come up in December, because in my first winter up there, there was three feet of snow on the ground for the first three weeks. And that is a little strange for a person who lived for over 30 years in Alameda County and a few years in Southern California, Los Angeles.

"God bless you! I like all of you. And thanks a lot!"

DANIEL FLANAGAN

Regional Director, AFL-CIO

President Gruhn then introduced Daniel Flanagan.

"We have another dear friend of ours who has been up and down this state working for the AFL-CIO a long time, but he has found now that he is going to have to be away from this auditorium tomorrow morning and he would like to say a few words to this convention before we go into this area of nomination.

"It is a pleasure to present to you the Regional Director of the AFL-CIO: Dan Flanagan."

REMARKS

"President Al Gruhn, Executive Secretary Tommy Pitts, Officers, delegates and friends. I am always very pleased to be in attendance at the convention of our California Federation; and I am always grateful to be given the opportunity to say a few words. And of course they will have to be few this time because time is very short for your afternoon session—and I don't want to be imposing on the graciousness of your officers in allowing me these few minutes.

"I was going to talk a little bit about politics, but Paul Hall said everything

that I was going to say—plus. I think he delivered a great message to all of us, and I think it is up to you. The challenge is ours. We're the trade-union leadership of California, we're the largest state in the United States in population, and we have got to do the job.

"We have a great tradition here in California. We have accomplished very impressive victories in many ways over the years. And this is the big one in November, 1968. And I certainly hope that all of you will leave here as a united labor movement with that idea in mind: that we have got to support Humphrey, we have got to bring in a winner in November. If he loses, we lose. It's just as simple as that.

UFWOC Our Newest Militant Union

"Now about militancy. Paul Hall has stressed that and other speakers also. Our good friend Bob Ash made reference to it. We should never lose that militancy that has made our trade-union movement so great. And the living example of that right here in California in our trade union movement is the United Farm Workers Organizing Committee of the AFL-CIO.

"I know many of you have been down to Delano, down to the battlefield where the strikes have been going on for over three years. And all of you who have gone down there have come back to your home organizations very much impressed with that dedicated band of trade-union people.

"We must keep in mind that this is the newest national union that we have in the AFL-CIO. They are just two years old—two years old last month—as far as affiliation with the AFL-CIO is concerned. And they are a great credit to us. They remind those of us who were active in the early 1930s of our labor movement in California, the trials and tribulations that we went through at that time. And we survived them and we came out the winner.

Support Work of UFWOC

"And now let us support the great work of the United Farm Workers Organizing Committee in their trials and tribulations, so that they can also succeed and become an effective, strong labor movement in California and throughout the United States.

"I want to take this occasion to thank the State Federation of Labor and the

various Central Labor Councils and the Building Trades Councils and the local unions that have already helped in a very definite way this struggle of the farm worker. And I ask you to continue that good work, and all of you who have not yet given a helping hand to this great trade-union objective, please do so at your earliest opportunity.

"So on to victory now, number one, for Humphrey! And on to victory, number two, for the Farm Workers of California.

"Thank you very much."

Farm Workers' Pickets Needed

Delegate Henry Clarke (Local 1675) was recognized by the Chair to make a special request:

"I am rising on the theme of Brother Flanagan and the Farm Workers to make a plea to all delegates from the Bay Area, especially the East Bay Area, to respond, to get out pickets on the boycott of grapes during the weekdays.

"I have found out from Brother Pete Velasquez that they have only an average of six pickets in the whole East Bay Area. On the weekend they have from 50 to 60. They need five or six hundred.

"I have some leaflets here with the phone number of Brother Pete Velasquez in the Bay Area. I would like to have Bay Area unionists pick these up and get their wives and other unionists to call these people, to hit the boycott when it is time to hit it, so that we can make it very effective in the Bay Area."

NOMINATION OF OFFICERS

The Convention then proceeded to the nomination of officers, as follows:

President

Albin J. Gruhn (Hod Carriers and Laborers No. 181, Eureka) was nominated by Jay Johnson (Northern California District Council of Laborers).

The nomination was seconded by George Faville (Central Labor Council of Humboldt and Del Norte Counties) and Leonard Cahill (Redwood District Council, Lumber and Sawmill Workers).

Secretary-Treasurer

Thos. L. Pitts (Culinary Workers, Bartenders and Hotel Service Workers Joint Executive Board, Long Beach) was nominated by Alfred Figone (Bay Counties District Council of Carpenters):

Nominating Speech of Alfred A. Figone

"Brother Chairman and Delegates:

"It is just ten years since organized labor in California united what had been two separate and often warring groups into one united movement, the California Labor Federation, AFL-CIO.

"As Bill Kircher has pointed out, that was pretty much like a man with ten children marrying a woman with ten children and moving them all into one house.

"Nobody in his right mind would expect that peace and harmony would prevail overnight in that situation. And yet in these short ten years a united labor movement representing 1½ million workers has been achieved and the house of labor has been united.

"Naturally, those who are opposed to working men and women uniting for the betterment of their lives and of the community, have constantly sought to disrupt that unity—because they know, as we know, that the only strength we have as workers, whether on the political front or the economic front, lies in our being united, and staying united.

"I well remember the convention of four years ago when Chet Bartolini, God rest his soul, the great leader of my organization, the Carpenters, stood where I now stand to nominate a leader of this Labor Federation for the next term.

"Chet reminded us all then, and it needs repeating now, that regardless of our differences, we were and are the family of labor and that no politician outside the family of labor should ever be allowed or permitted to stick his nose into our affairs and tell us how we should run our house.

"I said that needs repeating now because during the course of this convention a politician has had the temerity and unmitigated gall to state publicly that, quote 'the statewide operation of the AFL-CIO is ineffective' unquote. That was not an attack on an individual—that was an attack on you and me and every one of the 1½ million workers of this state by a disgruntled politician who operates on the assumption that his political machine can do no wrong and that labor automatically owes him its support. Period.

"Well, as Al Smith used to say, 'Let's look at the record of the last ten years.'

"During those ten years the man I am about to nominate served first as President of this organization for two years and then took on the heavy responsibility

of handling the post of chief executive officer for the next eight years.

"Under his leadership organized labor in California became a united house of labor. That was not an easy task. It took guts and an ability at the same time, to mediate the family fights that arose now and then. It took courage.

"As President of this Federation he gave outstanding leadership in the election that sent the powerful majority leader of the U.S. Senate, William Knowland, into political oblivion. I ask you, 'Did that constitute lack of political muscle?'

"And it was under his leadership, as second in command to Neil Haggerty, that labor scored a tremendous victory defeating 'right-to-work' in California.

"I ask you again, 'Did that constitute lack of political muscle?'

"When he assumed the helm of chief executive officer in 1960, he threw the full weight of his office and this organization behind the forgotten people of this state—the farm workers. And in the finest tradition of the labor movement, he rallied support to rescuing them from the poverty and misery that was their lot. That was a thankless task. There was no glory in it—and no per capita tax.

"That meant taking on the most powerful and most vicious power group in the state—the wealthy growers who like to call themselves 'farmers.'

"It meant developing the political muscle to put an end to the infamous bracero program—Public Law 78—under which in 1962 over 140,000 downtrodden Mexican Nationals were brought to California at starvation wages to displace the domestic farm workers.

"And in spite of the power and wealth of the growers and their political allies in both parties, Congress ended that infamous law in 1964.

"And, incidentally, the politician I referred to earlier, so far as I know, never once opened his big mouth either in or out of the legislature to denounce that infamous bracero system, nor, frankly, has he to this date uttered one single word in support of the striking grape growers.

"The man whose name I am about to place in nomination led that fight, in opposition not only to the growers of the state but to the then Governor of California.

"I ask you again—'Did that constitute a lack of political muscle?'"

"In 1962 a former Vice President of the United States decided he wanted to run for Governor of this state. The labor movement in this state played a major role in his defeat. And that movement was led by the man I am about to nominate.

"I ask you again, 'Does that constitute a lack of political muscle?'"

"For the past two years we have had an administration in California that has dedicated itself to turning the clock back on every piece of progressive legislation we have on the statute books.

"We have been forced to fight for our lives in the legislature. The tide of reaction has swept away progressive leaders like Pat Brown and Tom Kuchel, and we have instead reactionaries like George Murphy and Ronald Reagan in office.

"Yet, while we have suffered minor reverses these past two years, we have successfully fought off every attempt to enact Reagan's Anti-Labor Bill. I say to you: that took political muscle, plenty of it, believe me.

"Let this be well understood by those who would seek to divide us. The labor movement in California is and will continue to be, under my candidate's leadership, a united house of labor; always willing in the democratic way to ballot out our differences; and always able, once the vote is taken, to forget our past differences and to unite to protect and defend the interests of the working people of California, both organized and unorganized.

"As we all know, it takes guts to be a leader of working people. It takes a willingness to stand up and fight for the rights of common people. My candidate has those attributes.

"Brother Chairman and Delegates, it gives me great pleasure to place in nomination the name of Thomas L. Pitts, for the office of Secretary-Treasurer of the California Labor Federation."

The nomination was seconded by George Chandler (Screen Actors Guild) and Max Osslo (Butchers No. 229).

General Vice President

Manuel Dias (Boilermakers No. 513, Richmond), was nominated by Edward Shedlock (Utility Workers No. 160C).

The nomination was seconded by Ernest King (Boilermakers No. 13).

Geographical Vice Presidents

District No. 1

Max J. Osslo (Butchers No. 229, San Diego) was nominated by R. R. Richardson (San Diego Central Labor Council).

The nomination was seconded by Armond (Slim) Henderson (San Diego Building & Construction Trades Council).

District No. 2-A

M. R. Callahan (Bartenders No. 686, Long Beach) was nominated by James Blackburn (Long Beach Building & Construction Trades Council).

The nomination was seconded by John Meritt (Culinary Workers & Bartenders No. 814, Santa Monica).

District No. 2-B

Ray S. Mendoza (Hod Carriers No. 652, Santa Ana) was nominated by Secretary-Treasurer Thos. L. Pitts.

The nomination was seconded by Thomas W. Mathew (Building & Construction Trades Council, Santa Ana).

District No. 3-A

Anthony J. Bogdanowicz (Cabinet Makers and Millmen No. 721, Los Angeles) was nominated by Harry Dawson (Los Angeles Co. Dist. Council of Carpenters).

The nomination was seconded by John Cinquemani (Los Angeles Building and Construction Trades Council).

District No. 3-B

John L. Dales (Screen Actors Guild, Hollywood) was nominated by George Flaherty (Hollywood Film Council).

The nomination was seconded by Claude L. McCue (American Federation of Television & Radio Artists).

District No. 3-C

John A. Cinquemani (Building and Construction Trades Council, Los Angeles) was nominated by Walter Zagejeski (Sign, Scene, Pictorial Painters No. 831).

The nomination was seconded by Anthony J. Bogdanowicz (Cabinetmakers & Millmen No. 721).

District No. 3-D

Kenneth D. Larson (Federated Fire Fighters of California, San Diego) was nominated by Charles Wiest (Los Angeles Fire Fighters No. 1014).

The nomination was seconded by Ruby

Wicker (County Employees No. 122, San Bernardino).

District No. 3-E

Joseph H. Seymour (Operating Engineers No. 12, Los Angeles) was nominated by Clyde Ringwood (Sheetmetal Workers No. 108, Los Angeles).

The nomination was seconded by Dale Vawter (Operating Engineers No. 12).

District No. 3-F

Ray M. Wilson (Hod Carriers No. 783, San Bernardino) was nominated by Rosviell Brown (Carpenters & Joiners No. 944).

The nomination was seconded by Glenn Vawter (Operating Engineers No. 12, Los Angeles).

District No. 4

Gordon A. McCulloch (Los Angeles County District Council of Carpenters) was nominated by John Cinquemani (Los Angeles Building & Construction Trades Council).

The nomination was seconded by Mary Olson Moran (Hotel & Restaurant Employees No. 512).

District No. 5

Wilbur Fillippini (Sheetmetal Workers No. 273, Santa Barbara) was nominated by Al Whorley (Culinary Workers & Bartenders No. 498, Santa Barbara and Ventura Counties).

The nomination was seconded by Warren Underwood (Meat Cutters No. 556, Santa Barbara).

District No. 6

H. D. Lackey (Building & Construction Trades Council, Bakersfield) was nominated by Bob Carter (Plumbers & Pipefitters No. 460, Bakersfield).

The nomination was seconded by Ted Edwards (Operating Engineers No. 12, Bakersfield).

District No. 7

C. A. (Al) Green (Plasterers & Cement Masons No. 429, Modesto) was nominated by Bill O'Rear (Central Labor Council, Fresno).

The nomination was seconded by Mel Roots (Plasterers No. 112, Oakland).

District No. 8

Thomas A. Small (Bartenders & Culinary Workers No. 340, San Mateo) was

nominated by Loretta Riley (State Culinary Alliance).

The nomination was seconded by Tom Anderson (Dining Car Cooks & Waiters No. 456, Oakland).

District No. 9-A

Morris Weisberger (Sailors Union of the Pacific, San Francisco) was nominated by Ed Turner (Marine Cooks & Stewards, San Francisco).

The nomination was seconded by Harry Jorgenson (Marine Firemen, San Francisco).

District No. 9-B

Joseph R. Garcia (Bartenders No. 41, San Francisco) was nominated by Sangie Escove (Waiters No. 30, San Francisco).

The nomination was seconded by Primo Ferrari (Bartenders No. 41, San Francisco).

District No. 9-C

Chris Amadio (Machinists No. 1327, San Francisco) was nominated by Phyllis Mitchell (Office & Professional Employees No. 3, San Francisco).

The nomination was seconded by Frank Souza (Automotive Machinists No. 1305, San Francisco).

District No. 9-D

Wm. G. Dowd (State Conference of Operating Engineers, San Francisco) was nominated by Jim Twombly (State Conference of Operating Engineers).

The nomination was seconded by Paul Edgecombe (Operating Engineers No. 3, San Francisco).

District No. 10-A

Richard Groulx (Alameda County Central Labor Council, Oakland) was nominated by Bob Ash (Retail Clerks No. 870, Oakland).

The nomination was seconded by Russell Crowell (Alameda County Central Labor Council), Tom Anderson (Dining Car Cooks & Waiters No. 456, Oakland) and Emerson Street (Santa Clara County Central Labor Council, San Jose).

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 Tom Sweeny (Electrical Workers No. 595).

District No. 11

Howard (Chick) Reed (Contra Costa County Building and Construction Trades Council, Martinez) was nominated by Sal Minerva (Northern District Council of Laborers, San Francisco).

The nomination was seconded by Bob Ash (Retail Clerks, Oakland).

District No. 12

Stanley Lathen (Retail Clerks No. 373, Vallejo) was nominated by Jack Sparlin (Retail Clerks No. 373, Vallejo).

The nomination was seconded by Everett Matson (Sonoma Valley District Council).

District No. 13

Harry Finks (Theatre Employees No. B-66, Sacramento) was nominated by Joe Selenski (Sacramento Central Labor Council).

The nomination was seconded by Lilas Jones (Waiters & Waitresses No. 561, Sacramento).

District No. 14

George Faville (Humboldt County Central Labor Council) was nominated by Leonard Cahill (Lumber & Sawmill Workers Redwood District Council).

The nomination was seconded by Edwin Michelsen (Butchers No. 516).

District No. 15

Marvin Adair (No. Calif. District Council of Lumber and Sawmill Workers, Redding) was nominated by Bob Ash (Retail Clerks, Oakland).

The nomination was seconded by Lloyd Lee (Sawmill Workers No. 2907, Weed).

Vice Presidents at Large

Office A

Joseph Angelo (Steelworkers No. 1069, Oakland), was nominated by Joseph H. Seymour (Operating Engineers No. 12, Los Angeles).

The nomination was seconded by T. A. Small (Carpenters No. 340, San Mateo).

Office B

Richard W. Hackler (Communications Workers, District 9, San Francisco) was nominated by John Kulstad (Communications Workers No. 9510, Orange County).

The nomination was seconded by Ken Larson (Federated Fire Fighters).

Office C

Edward T. Shedlock (Utility Workers

No. 160-C, Menlo Park) was nominated by Ed Duffy (Oil Workers No. 128).

The nomination was seconded by Stanley Lathen (Retail Store Employees No. 373).

Office D

Sigmund Arywitz (Los Angeles County Federation of Labor) was nominated by Jerry Conway (Steelworkers No. 3941, Bell).

The nomination was seconded by Irving Mazzei (Los Angeles County Federation of Labor) and Sam Otto (Garment Workers No. 496).

Office E

Jerome Posner (Southern California Joint Board, Amalgamated Clothing Workers) was nominated by Claude Cox (Amalgamated Clothing Workers No. 81).

The nomination was seconded by Ruth Miller (Amalgamated Clothing Workers, Southern California Joint Board).

Office F

Joseph P. Mazzola (Plumbers No. 38, San Francisco) was nominated by Bob Costello (Plumbers & Steamfitters No. 38, San Francisco).

The nomination was seconded by Bob McCann (Plumbers & Steamfitters No. 38, San Francisco) and Jack Lyons (Sprinkler Fitters No. 709, Los Angeles).

Office G

E. P. O'Malley (Operating Engineers No. 12, Los Angeles) was nominated by Earl Honerlah (Carpenters No. 162, San Mateo).

The nomination was seconded by Ed Shedlock (Utility Workers No. 160-C, Menlo Park).

Office H

Fred D. Fletcher (Newspaper Guild No. 52, San Francisco) was nominated by Arthur Triggs (Oakland Typographical Union No. 36).

The nomination was seconded by Everett A. Matzen (Butchers No. 364, Santa Rosa).

Office I

G. J. Conway (Steelworkers No. 3941, Bell) was nominated by G. A. McCulloch (Los Angeles County District Council of Carpenters).

The nomination was seconded by Art Mullett (Steelworkers No. 2018).

Convention City

Harry Finks (IATSE Local B-66)

moved that the choice of Convention City be referred to the Executive Council.

The motion was seconded and carried.

Election of Officers White Ballot

M. R. Callahan (Bartenders, Long Beach) moved that the Secretary be instructed to cast a white ballot for all unopposed candidates.

The motion carried, and the Secretary cast the ballot.

The President declared all the officers elected as nominated.

Announcements

The Secretary read the following telegram:

"Please extend hearty birthday greetings to our Boss, Phyllis Mitchell.

Staff of Office & Professional Workers Local 3, San Francisco."

The Secretary extended the greetings. The Secretary then stated:

"I now would like to announce the following as an Escort Committee for the Vice President of the United States this evening. They are all Vice Presidents.

"Max J. Osslo; M. R. Callahan; John L. Dales; Gordon McCulloch; Wilbur Filippini; Tiny Small; Morris Weisberger; William G. Dowd; Paul L. Jones (from the Laborers); Howard Reed; Stanley Lathen; Harry Finks; Robert S. Ash; Richard Hackler; C. Al Green."

Recess

"Now, Mr. Chairman, I move that we recess to reconvene at the hour of 7:00 p.m. this evening for the sole purpose of an address by the Vice President of the United States."

Motion seconded and carried.

At 5:15 p.m. President Gruhn recessed the convention until 7:00 p.m. of the same day.

EVENING SESSION

The convention was called to order by President Gruhn at 7:55 p.m., after musical entertainment.

Introduction of Honored Guests

The President introduced the following guests: Senator Fred Harris, United States Senator from Oklahoma; Former Governor of California Edmund "Pat" Brown; State Senator from Sacramento, Albert S. Rodda; State Senator from San Joaquin and part of Sacramento Alan Short; Assemblyman Leroy Greene, Assemblyman Edwin Z'berg, Assemblyman Charles W. Meyers from San Francisco; Mayor Joseph Alioto of San Francisco; Paul Hall, President of the Seafarers International Union and the personal representative of George Meany; the Mayor of the city of Sacramento, Richard Marriott; Dave Rust, Chairman of the Democratic Central Committee of Sacramento; Supervisor Gualco of the city of Sacramento; Mr. Carter, Co-Chairman of the Humphrey Campaign Committee of Sacramento; James Alexander, the President of the Sacramento Central Labor Council; Joseph Selenski, Secretary-Treasurer of the Sacramento Central Labor Council; Al Caples of the Building Trades Council of Sacramento; Steve Reinhart, the new National Committeeman for the Democratic Party from California; and Adele Leopold, Chairman of the Democratic Women's Committee.

HUBERT H. HUMPHREY

Vice President of the United States

Introduction

The President then presented "for the purpose of introducing the next President of the United States" Thos. L. Pitts, Secretary-Treasurer of the Federation.

Secretary Pitts then presented the Vice President of the United States:

"Delegates to this Convention, Honored Guests, all the dignitaries whom we have here in the field of public life this evening, their friends and supporters, my own Executive Council on this platform, all our friends and visitors from the City of Sacramento and surrounding communities, I am humble in this moment that I have the privilege to present to you the Vice President of the United States."

(Standing ovation).

ADDRESS

The Vice President addressed the gathering:

"Thank you. Thank you. Thank you very much.

"I want to especially thank my friends from the Musicians' Union.

"Mr. President,

"Gee! I like to hear that! (Laughter and applause).

"And how I wish that I could get elected as easily as Al got reelected!

"My Honored Friends, Tom Pitts,
"Tom, you are the Secretary-Treasurer
aren't you?"

(Secretary Pitts: "Yes.")

"He is the Secretary-Treasurer and he
has the money!

"And all the Vice Presidents!

"How many do you have, Al?

President Gruhn: "Thirty-five."

"I am doing the work of thirty-five
and getting paid for only one!"

(Cry of "Get organized!")

"What's worse! I have no seniority
clause in my contract!

"Not only that. The management fold-
ed up! (Laughter and applause).

"Quite frankly, unless you boys and
girls do something about it, I'm apt to be
out of work!

"The way you sound tonight, I think
that we have got lots of work to do—
and we're going to do lots of work.

"You know, what we're going to do . . .

"Pat isn't going to like this.

"By the way, isn't it good to see Gov-
ernor Pat Brown! (Applause).

"He looks so much at home in Sacra-
mento. And quite frankly, I think you
would all be better off if he were over
there right now! (Laughter and ap-
plause).

"And that wonderful Mayor from San
Francisco!

"And I'll tell you! It's really great!!

"You know, I feel a little bit ashamed
of myself. That is, I did — because I
thought possibly that in this campaign,
when I got all through with it, I would
be sending Dick Nixon back home. But
I don't know where he lives!

"I don't know what that fellow wants
public housing for when he lives in a
Fifth Avenue apartment!

"You own the White House, you know.
You want to have a friend in it! (Laugh-
ter and applause.)

"I came out here to California for two
reasons:

"First, to kind of steam up the sup-
porters, get this campaign moving.

"Second—And then I had a little pri-
vate talk with Pat Brown. And I said:
'Pat, I was down to see President Tru-
man last week and I said to the Presi-
dent: "Mr. President, just what do you
recommend?"

"He said: "Tell the public the truth
and give the Republicans'"—

"And then Mrs. Truman interrupted.'
(Cry of "Give 'em hell, Hubert.")

"Frankly, I would give it to them, but
I am not sure they're worth it.

"Then I got that advice from Harry
Truman and I have been going like
gangbusters ever since. He really filled
me with enthusiasm, gave me that spirit.

"But I wanted to be doubly sure. In
these days of uncertainty and unpredict-
ability you cannot be sure that even the
advice of a man as great as Harry Tru-
man will suffice.

"So I said that 'I think that I will
come out here and find the man that
really knows how to do the job and knew
how to do the job.'

"So I called up my friend Pat Brown
and said: 'Tell me, just how did you put
the wood to him? How did you do it?'

"And he has been telling me all day
long (laughter and applause). Ever since
Pat Brown finished off Dick Nixon he
has had to be renewed every other year.
There is a 'new' Nixon. There was one
in 1952. There was one in 1956. Then
they did a renewal job in 1960. And then
Pat took off all the fine points and all
the polish on him in 1962. There was
another renewal job in 1964. And I'll be
darned if they aren't putting on another
coat now in 1968!

"I just want to warn men and women
alike: anybody that has to be 'renewed'
that often can't be very new!

"And let me tell you this, friends.
Don't worry about the 'new' one and
don't even worry about the 'old' one. The
one that you have got to worry about is
the real Nixon. That's the one that you
have got to worry about.

"And I came here tonight to talk to
you about men and ideas. I come to talk
to you tonight about your interest in this
election.

"I have an interest—yes, a personal
interest. But you have an interest, also.

"And I come to talk to you about some
of the hard realities that this movement
has faced in the past and some that it
faces now and is going to face in the
future. And I think it is just as well that
we get down to cases.

"You know, I have seen what is going
on in the campaign. I have read all the
bad news.

"Oh, I have heard that I am an 'under-
dog.'

"Well, that's quite a compliment to be an underdog in this particular situation, I might add.

"But I remember when I was an underdog back in my city of Minneapolis when I ran for Mayor (Applause). They said that we couldn't win.

(Cry of "Hurray! Hurray!")

"Oh, there is a Minnesotan over there!

"Who are the 'theys'? The commentators. The political pundits.

"They said: 'This young fellow doesn't have a chance. He can't be elected.'

"I am sorry to have disappointed them. I just went on and won the biggest vote that a Minneapolis Mayor had ever received up to that time. (Applause.) And I think that I can tell you why: because I had the total, unqualified support and endorsement of the labor movement of the city of Minneapolis—and I have had the endorsement of the labor movement in every campaign in which I have ever indulged. (Loud applause.)

"In 1947, we did it again. And then I decided that I should run for the United States Senate. And somebody in the labor movement encouraged me; some of my other friends in other areas of life encouraged me to take that stand.

"I was running against a popular Senator; a man who had had a hand in drafting important legislation; a former Senator from Minnesota—Joe Ball.

"And I remember that they said: 'It can't happen. He has been a good Mayor and a popular Mayor.'

"They agreed to that.

"But he's the underdog.'

"And the polls showed me losing; the commentators showed me losing. They showed Truman losing, too. And in 1948 Harry S. Truman and Hubert H. Humphrey carried Minnesota like it has never been carried before or since! (Loud applause.)

"And I have played some underdog roles in the Senate, too. When we introduced legislation, they said that it couldn't be passed. But we passed it, with your help.

"What I am here to tell you is: top-dog, underdog—I am not a dog. I am out to win this election, with your help, and to become your President. (Loud applause.)

"Now let's see whether or not you really ought to go to work. Because while I am proud of the fact that our relation-

ship has been one of real friendship over the years; proud of the fact that I have carried a union card, helped organize; proud of the fact that I carried on the worker's education program in my state, helped organize the Teachers Union, hold honorary memberships in so many unions—and some of them you may wonder. Proud of all of this. The fact of the matter is that that is not enough.

"The question is: What is your stake in this election? What does it mean to you?

"Well, the other day Mr. Nixon said that he knew something about the economy. I'll say he does! He put the monkey wrench to it a couple of times. He knows a lot about it. And I think that I am going to talk to you about it tonight. Because let me tell you that all of your hopes and ambitions will be for naught if you are without work. The strength of this American economy is what is going to carry us through. All of the noble ideals and ambitions that people have today—liberals and progressives, whoever they may be—none of them will be materialized unless we can get this economy moving forward. And we had better start talking some economics. We had better start talking about what our interest is in this in terms of our lives, of our living, or our income and of our paycheck.

"You know, when the Eisenhower-Nixon Administration was in, in the Republican Administration, there was a Secretary of the Treasury there by the name of George Humphrey. Some of you remember him. He is an illustrious man from Ohio. We was rather conservative. He was in the vintage of McKinley.

"He was a delightful gentleman. His hero was Mr. Nixon, and Mr. Nixon's hero was George Humphrey—well, no. I must say for Mr. Nixon that George Humphrey was a sociable fellow. I used to call him, because they got our names mixed up every so often, but I used to call him, to clarify things, 'Trickle Down George,' because that represented his economic philosophy and, I said, 'In order that you may know how I am, call me 'Percolate-Up Hubert.'

"Let me say to my friends in this hall tonight, labor or non-labor, business, labor, farm—whoever you are—that 'Trickle Down' period of economics spells trouble. In those eight Nixon Republican years, you had three recessions. There was a loss of income of \$50,000,000,000 a year through idle plant capacity; a loss due to unemployment of \$175,000,000,000.

"The other day Mr. Nixon said, 'Why, if that fellow Humphrey would ever get to be President, think of what will happen to you?'

"From the time he entered the Senate until he became Vice President, he introduced legislation that if it had all passed would have cost the taxpayers a hundred billion dollars.'

"Well, Mr. Nixon, I am a piker compared to you, because your kind of economics cost this economy \$175,000,000,000 of lost income. My kind of economy helped this country get aid to Education and Medicare and Manpower Training and Job Corps Aid to our cities, aid to our needy. That's where my programs went. (Loud and sustained applause.)

"So, let's just lay it on; as the kids say, let's tell it like it is. During those eight Republican years, the per capita income of a worker in this country with a family of four went up nine percent; after taxes, after adjustments in the cost of living, that was what the real take-home pay went up.

"In these eight Democratic years in which I have had a hand, the personal income for a family, or the family income for a family of four has gone up 32 percent.

"Ladies and gentlemen, you have got to make your choice.

(Loud and sustained applause.)

"Yes, the choice is there. You know, somebody once said to me that we had physiological politics: empty stomach, full head; full stomach, empty head. I hope not. I hope that every man and woman in this audience that has a mortgage knows you can't pay it on unemployment compensation, and you do.

"I hope that everyone in this audience knows that eight years of Republicanism brought you only a nine percent increase in your income as compared to 32 percent under the Democrats. That tells you the difference between the two political parties—tells you the difference between Nixon and Humphrey, between Agnew and Muskie; tells you the difference that you have to take into account in this election.

(Loud and sustained applause.)

"Ladies and gentlemen, let's take a look right here in California. When the Democrats took office in 1961, after that hard-fought campaign in which John Kennedy said to this nation, 'We must get this country moving again,' what did he find when he came in to be President? He found a rate of unemployment

here in the state of California of 8.3 percent of the workers and what do you find today, last month, August? The figure has been cut down to three percent. Eight-point-three is what we inherited after eight years of Republican economics, and today it is down to the lowest point it has ever been in 15 years.

"I think that again tells you what your stake is in this election. (Applause.)

"To put the facts even closer to you at home, personal income in this state during those eight Republican years rose only \$16,000,000,000. Compare that to 27.2 billion that has been the increase in less than eight Democratic years since 1961.

"Now, you may love Republicans and sometimes you may even want to say privately to a friend that you are one. Sometimes it makes you feel a little better—it is just a little more socially attractive, but my dear friends, it is not worth \$11,200,000,000 in the state of California just to say you are a Republican, so you can feel good—it isn't worth that much. (Loud and sustained applause.)

"So, we are talking dollars and cents and we are not only talking c-e-n-t-s, we are talking s-e-n-s-e dollars and cents, and it makes no sense for a working man that carries a Union card to have a man sit in the White House that has never been your friend, that has spent a lifetime of public service being your enemy, and it makes no sense to put in an Administration that has 'Trickle Down' economics that will rob you of your income, that will permit unemployment to rise as they bicker and argue about what to do about it. It makes no sense dollar-wise or in just common sense, and we will have none of it. (Applause.)

"I am going to make a statement and I want it documented.

"I say that the Democrats must win this election, and you must help us win it to protect the hard-won gains of American workers and then to move this country forward to greater prosperity, to greater opportunity, to greater justice for the American people. We are not a content group.

"Hubert Humphrey and Ed Muskie are not taking a sleep. We are not resting on the laurels of yesterday. After all, the Nixon-Agnew Party—you just take a look at those three initials, N-A-P! That spells what you are going to get. (Laughter and loud applause.)

"The Nixon-Agnew Party has no record to come to you with, so we had better

think about what we are going to do to protect those hard-won gains. Some say: 'How do you know but what he has changed?' Well, I think there is only one way that you can really find out, to get any clear evidence, and that is what Al Smith used to say: 'Let's look at the record.'

Mr. Nixon has been a little bit—well, he has been a little bit general in his statements lately, I would say. He has floated a whole lot more balloons than he has ideas. Every time I see him, he is going through a parade.

"Ladies and gentlemen, if you want a President that knows how to be in parades, I can get you one, and you don't have to put him on the payroll. (Laughter and loud applause.)

"I like parades, too, and I like bands, and I like balloons, but I will tell you what I like more: I like a country that is moving ahead and I like a country that has leadership that is sympathetic with the people, and leadership that understands the contributions of this great labor movement through the United States of America and you had better have that kind of a President. (Loud and sustained applause.)

"You know, Mr. Nixon was out in the Midwest recently and he was making a speech to the farmers out in Iowa. Of course, the last time the Republicans had anything to do with farmers, the farm income dropped \$3,000,000,000. That is the gospel fact; it dropped \$3,000,000,000. Any farmer that votes for a Republican deserves what he gets—he just deserves it. (Applause.)

"We had to spend eight years trying to regain that \$3,000,000,000 that they lost, and we have. Farm income is up—net farm income is up 50 percent. We have done something. But, you know, Mr. Nixon is a great farmer. He went out there and he made them a speech and he said, 'We are going to plow a straight furrow with that corn picker.'

"I want to tell you, folks, that is something. I don't know how many of you dear friends have had any farm experience, but whenever you can plow a straight furrow with a corn picker, will you please enter the State Fair? You will get the prize. (Applause.) Any man that doesn't know anything more than that about agriculture ought not to be trusted with the agriculture of the economy.

"Now, we heard recently a lot about farm workers' strikes and earlier this month, Mr. Nixon was asked about the

grape strike and the boycott, but, once again, Mr. Nixon revealed his amazing fund of information about the labor movement. Mr. Nixon wasn't very sure of his facts. He said, and I quote him accurately: 'We have laws on the books to protect workers who wish to organize. We have a National Labor Relations Board to impartially supervise elections of Collective Bargaining Agents.' Had Mr. Nixon done his home work, if he had gotten off that corn picker, and quit trying to plow a straight furrow with a corn picker, he would have known the real issue involved; he would have known that the strike and the boycott that he was directing his remarks to arise from the fact that there is no coverage for farm workers under the National Labor Relations Act. He ought to know that. (Applause.)

"Since he took that firm stand on that issue, you know, he says he has taken 167 firm stands on 167 issues. I want to tell you those firm stands make a bowl of jello look like concrete. (Applause.)

"He took that firm stand now, but he never got around to saying very much about it.

"Let me say something about it. The National Labor Relations Act does not provide the protections of law for the farm workers, and that Act needs to be amended to include farm workers. The protections and the legal procedures of the National Labor Relations Act should be available to farm workers like every other worker.

"Now, we are not talking about the family farm. We are talking about the kind of agricultural that's corporate agriculture, big agriculture, where there are many workers. I want to go on record here once again, as I have a hundred times, the National Labor Relations Act is in the best interests of an orderly economy. The National Labor Relations Act should apply to every kind of a worker that wants to organize, and they should have those protections. (Applause.)

"My friends, I want all to know, growers and workers, industry and agriculture, I want you to know that when you elect me your President, that I will send a proposal of legislation to the Congress to amend the National Labor Relations Act to include farm workers where they justly belong. (Applause.)

"Now, may I say to the growers and the grape industry: I know that you have problems, and I know that you are affected by this dispute very seriously. If

you would just follow the spirit of collective bargaining, if you will just sit down with the union and begin negotiations, as some of your members have, the boycott would be over tomorrow. There is no reason for the boycott except that every other recourse is foreclosed to these farm workers. The alternatives are very clear: bargain or boycott. That is the choice. And I think they better bargain. (Applause.)

"Now, I call upon Mr. Nixon to join me in urging the growers—he has a few more contacts there than I do—and I will encourage the workers to settle down, to get into sincere, conscientious, effective collective bargaining negotiations, and then that boycott that everybody seems to be worried about can come to an end.

"Such an appeal would not only serve the best interests of the state of California, but I think it would serve the entire nation. We don't need to choose up sides. What we need to do is be right, to be just, an no man today can honestly say that a migrant worker, a farm worker is being treated justly. He needs the protection of the law. And when I'm his President, he is going to get the protection of the law. (Applause.)

"Now, Mr. Worker, I'm taking the time tonight to document my case because I keep reading that my friends in the labor movement are not yet enthusiastic about this campaign. I keep reading that somehow or other there is not enough spirit in this campaign. Let me tell you, I don't believe it one minute, and we are going to give them the licking of their life. (Applause.)

"But there is only one way to answer those charges, my friends, and that's to put your organization to work to back your vote, to back every political, educational activity you have to get these workers out to vote, to carry the message to the workers.

"And I'll tell you why. In four years in the House of Representatives, in two years in the Senate, in eight years as Vice President, Mr. Nixon failed to cast a single vote or utter a single significant phrase in favor of fair labor-management relations. That's his record. He failed to support equitable regulation of welfare and pension plans; he failed to support the safeguards that we need for the Davis-Bacon wage provision; he failed to support adequate unemployment compensation; he worked against relief for the chronically depressed areas in this country.

"Mr. Nixon helped draft the Taft-Hartley law, and he voted to repass it over Harry Truman's veto.

"Mr. Nixon voted to weaken the Minimum Wage Law. He voted, instead of increasing its coverage, to reduce it.

"He voted to weaken the Social Security Act. He called the Medicare Program a cruel hoax. He has a miserable conservation, reactionary record, and you know it. (Sustained applause with shouts of 'We want Humphrey!')

"All right, now. Wait a minute. Listen. You haven't heard the best part yet. Just hold on.

"Listen. I do not come to you under any false coloration. I am willing to take my stand. I know that my stand doesn't please everybody. I have been going around this country, and on every platform I have said: 'Mr. Nixon, get out of those parades and get up here and debate.' I want him to stand up here and debate these issues. (Applause.)

"I'll debate him before the AFL-CIO or the National Manufacturers Association or in his Fifth Avenue apartment or out in Lake Waverly where I live. Let him take his choice. (Applause.)

"And this is not a gimmick. I'll tell you why I say this. These campaigns are terribly costly. They are very exhausting. Today we have television, the radio, the press, and we have the most modern communication the world has ever known.

"We face, also, the most difficult problems this nation has ever known. We live in a dangerous world. There are many issues that confront us: race relations, labor-management relations, fiscal policy, foreign policy, national security. You name them. We have difficulties and we have complex issues.

"I don't think that we do right by the American people by going around conducting a circus. I think the American people today are entitled to what Lincoln and Douglas gave the people in their time. Those two statesmen at the time that this nation was on a precipice of a war between the states, those two men stood there and debated the issues, side by side, from the same platform, before the same audience.

"That sort of an appearance, my fellow-Americans, compels you to be at your best; your best in terms of your manners, your conduct; your best in terms of your information and your presentation.

"I happen to believe the American people are entitled to the best. I want to see

Mr. Nixon not conduct his kind of a campaign of generous generalities and a plentitude of platitudes, with parades and balloons. I want him to come on up on any platform, any place, at any time, anywhere, and let us discuss the issues on national television before the American people. (Sustained applause.)

"And I'm going to flush him out before this campaign is over. Somebody said to me the other day, 'You will never get him. It's hard to hit a moving target.' But he doesn't know me. I'm an old pheasant hunter, and I have flushed out many a bird. (Applause.)

"There are issues to discuss, issues of peace and war, and that issue bears down on the heart and mind of every person in this audience. And that issue—

(Cry of "Vietnam.")

"That's right. We'll get to it. We aren't going to miss a thing. Just hang on. (Applause.)

"Every mother and father, every son and daughter is deeply concerned about the dangerous and troubled world in which we live. We thought a month ago maybe there might be some hope for a better world, at least in Europe. And then the tragic invasion, that incredibly fiendish act of the Soviet Union—

(Cry of "Chicago.")

"This is Sacramento. You are in the wrong town.

(Cries of "Throw him out.")

"By the way, if he wants equal time, come on down. I'll give him some of my time now, any time he wants. Come on down here.

"This is all part of the program. He was a little late getting in. I had him in the first fifteen minutes, and he was late getting here. You will have to bear with us.

"I want to talk to you seriously about this matter. The American people want to be sure that the resources of this nation can be used prudently and wisely, not only for ourselves but for others that are in trouble.

"No one knows for a single minute what the situation in Vietnam will be when the next President takes office, whoever that President is. Our Party Platform is laid out—what I call a 'Path towards Peace'—listing out the things that need to be done and what can be done.

"We all pray that the negotiations that are taking place in Paris today, that

those negotiations can lead to success. We all pray that by the time the next President takes office, that we shall have reached a cease fire with the killing ended and with serious negotiations going forth towards a durable peace.

"I have to be deeply concerned and involved about this because I am a member of this government. All of my life has been devoted to works of peace, the Peace Corps, the Disarmament Agency, the Food for Peace Program, the Nuclear Test Ban Treaty—each and every one of these opposed by the Republican nominee, every one of them, bitterly fought by him and roundly condemned by him.

"Yet today we find ourselves in a tragic war. We find the Republican nominee unwilling to discuss it in any way, shape or form.

"The Democratic Party battled it out in Convention, both with the majority and minority planks. And I believe that the majority plank of that Party represents intelligent, prudent, responsible action, and I stand on that plank and support it. But I want to make very, very clear—(Applause.)

"Yes, I support that plank.

"I want to make it very clear that if the war still continues and if our President, who likewise wants peace and works ceaselessly for it, is unable to conclude these negotiations successfully, if that war still continues on January 20, 1969, and I am your President, I make you this pledge from this platform: the first priority of the Humphrey-Muskie Administration will be to search relentlessly, to use every bit of power and authority within the Office of the Presidency to honorably end that war in Vietnam. That is my commitment to you. (Standing ovation.)

"But, my friends, even if that war were over tomorrow, the dangers in this world would not be over. John Kennedy reminded us once that peace and freedom do not come cheap; that most of us shall live out the rest of our lives in a period of peril and danger and challenge.

"And he was a prophet. The building blocks of peace come hard. The cathedral of peace is not overnight. Peace does not come to the shouters or the talkers or the demonstrators. Peace, according to the Scriptures is this: Blessed are the peacemakers, not the talkers, not the walkers, not the demonstrators. (Applause.)

"And we make peace through many

things: through the United Nations, through the Peace Corps, through our aid to other peoples, through the example that we set here.

"We tried to take a step towards peace when we banned the testing of nuclear weapons, which Mr. Nixon opposed bitterly and of which I was one of the authors. One of the proudest moments of my life is when that treaty was signed. John Kennedy turned to me and handed me a pen. And it is a matter of public record. And he said, 'Hubert, this is your treaty.' Because I had worked all of my life in the Senate to bring that about.

"Now, we are at another stage where there is a treaty resting in the Senate today that will stop the spread of these nuclear weapons. Eighty nations have already signed it. A treaty that we initiated and that we negotiated. A treaty that the Soviet Union itself has been willing to sign. And that treaty languishes there in the Senate.

"Does it in any way injure our national security? No. It doesn't take a weapon away from us. It doesn't deny us the right to make more. All it says is that there will be no other nation to either have the weapons given to them or have the capacity, the technology to make them.

"Imagine the danger in this world today, ladies and gentlemen, if nuclear weapons were in the hands of Ho Chi Minh or South Vietnam. Imagine the danger in this world today if Mr. Nasser had them. Imagine the danger in this world—and we had to face up to it once—if Mr. Castro had them.

"We are trying to stop the spread of these weapons of total destruction. We are trying to lower the danger level in this world. It's to our advantage. It's in our national interest. And that treaty rests there in the Senate.

"What does Mr. Nixon say? He says he is for the treaty, but not now.

"Ladies and gentlemen, I must speak firmly, strongly and with all the depth, all the conviction at my command. That treaty must be ratified. The failure to do so would be a terrible blow to humanity. (Applause.)

"That treaty must be ratified now. I call upon Mr. Nixon to quit this 'Yes, but' politics. What he needs to say is not 'Yes, but' but 'Yes sir, get on with the job.' That's what he needs to say. (Applause.)

"Now, finally, my friends, the final

and most important thing that is before us is our own country and its future. Are we going to be a divided nation, in conflict and animosity and bitterness and violence? Or are we going to be a nation of people that can live together as friends and neighbors rather than as antagonists and enemies?

"We have one candidate in this election who is an outright racist and who appeals to a racial prejudice. He is no friend of labor. Any labor man that can find a way to support the former Governor of Alabama has little or no regard for the union movement. He has not been your friend, and he has not been good for the workingman.

"More importantly, he preaches a doctrine of separatism. A dangerous doctrine. But at least he does it openly.

"The Republican candidate is not a racist, I would never make that accusation. Indeed, anything but. But the Republican candidate has made strange arrangements with some strange bedfellows. The men that walked out of the Democratic Convention in 1948 and saw the sign which said 'Exit' when I made my speech on civil rights, when the Dixiecrats walked out, they were led by none other than Strom Thurmond from South Carolina. He is known throughout this country for his racist ideas, for his attitudes on race. He is known as a segregationist. He is known as a conservative. He left the Democratic Party and went to the Republican Party. And yet this same man that left us in 1948 to run on the Dixiecrat ticket and later on joined the Republican Party, the man that left us because of my presentation of the platform plank on civil rights, that man came in the hall not long ago, a little over two months ago, in Miami Beach, Florida, where it said 'Entrance'—when he left us, he saw the sign that said 'Get out—Exit'—when he was with them, his Republican friends, he saw the sign that said 'Come in.'

"And whom did he come in with? He came in with the nominee of the Republican Party. And it is open knowledge, publicly stated, that he is the Southern leader of the Nixon campaign.

"Now, ladies and gentlemen, what kind of arrangements were made? A Chief Justice today is not being confirmed because for the first time in the history of this land a filibuster is under way on the matter of a nomination of Chief Justice. Never before has it happened. I have served in that Senate for 16 years, and ever since the decision of *Baum v. The*

United States in 1954, there has been a block of conservatives in that Senate, a block of segregationists and Dixiecrats and conservative Republicans that have sought to limit the power of the Supreme Court; that have sought to overrule its decisions, either by the appointment of new judges that had their points of view or by legislative action.

"I worked in the Senate with the then majority leader, Lyndon Johnson, when he killed five bills in one day that were designed to overrule the Supreme Court. And now, at long last, it has come again. And there is a new alliance. Mr. Agnew, the Vice Presidential nominee, Mr. Nixon, the Republican Presidential nominee, Mr. Thurmond, the doctor that put it together.

"I think you have to ask some serious questions for yourself tonight. Do you want to turn back the clock of time? That court has been your friend.

"Mr. Nixon talks about law and order and condemns the Supreme Court. He talks about law and order and condemns the Attorney General. Is this the way that you rear your children to have respect for the courts and the law?

"I think we need to ask also: What kind of judges will be on that court if Mr. Nixon, the Republican nominee, is elected? What kind of a Chief Justice will it be? It won't be an Earl Warren. No, no.

"One Democratic Governor said he couldn't support me because I had publicly stated that I thought the finest appointment that President Eisenhower had ever made was Earl Warren as Chief Justice of the United States Supreme Court. (Applause.)

"The next President of the United States is going to appoint many judges. The judiciary is a separate and equal branch of this government. The attitude of judges, their knowledge of the law, the spirit of the law as they interpret it, is the law of the land just as much as a Presidential order or an act of Congress.

"And, my fellow-Americans and my friends in the labor movement, you had better think and think twice. Because that next President, even if he gets a Democratic Congress to try to prod him on, if he is a Republican President, can have a conservative court that can set this country back for a decade or longer.

"The next President will appoint a Chief Justice undoubtedly and two or three or four Associate Justices. And that court can be changed for the next

25 years or the next 20 years.

"We're dealing with important business. I have seen these men at work in government. I know the forces that are there, that are trying to turn back the clock of time.

"I hear Mr. Nixon say in North Carolina that he is for the court decision, but he thinks the government has implemented it too firmly and too strongly.

"I hear him go to Iowa and speak again and he says he thinks the government ought to take some action.

"You can't have it both ways, Mr. Nixon. This country cannot be divided. This country cannot be two nations separate and unequal. It cannot be a nation of the blacks and of the whites. It must be a nation of Americans, white and black, no matter what race, creed or color. (Loud and sustained standing ovation.)

"So I ask you to join me and stand with me and work with me. I intend to stump this country as long as the breath of life is in me. I intend to go around this nation until every American clearly understands what is at stake and clearly understands their choice in this election.

"For 25 years I have been in the middle of every major battle—every major battle for progressive legislation, every major battle that the Democrats have fought in the cause of human liberty. For 25 years!

"I remember coming to San Francisco when I was Mayor of the City of Minneapolis, when William Green was head of the AFL in 1947. And I remember that he put his arm around me. He said he 'surely would like [me] to go to Congress.'

"We have been together a long time, and now is the time you need a man in the White House that you know—and I need to have people back me that I know!

"We've got some bumps, we've got a few scars, because I have fought the good fight together. But now is the time that we can win the fight that counts.

"I have a record of public performance, and I lay it before the American people. I need your help. We must work together to hold this country together. We must call upon the goodness of the American people; we must call upon the greatness of this nation. Never has there been so much to do and never has there been such a great opportunity to do it.

"I ask you to reach up to the stars

with me, to lift this country to new horizons. We don't need to go to the left or to the right. We don't even need to stand in the middle. We just need to look up and move this country forward.

And, my fellow-Americans, if you will give me the chance, if you will stand with me, I will stand with you, and we'll move this country to higher ground and we'll do the things that you want done!

"Thank you very much."

(Loud and sustained standing ovation.)

President Gruhn then spoke as follows:

"Mr. Vice President, I am sure that in the tradition of Franklin D. Roosevelt, Harry S. Truman and John F. Kennedy

you have laid it on the line. We're going to go ahead to victory on November 5th and you'll be the next President of the United States! (Loud and sustained applause.)

"And we pledge that organized labor will be with you all the way!"

(Loud and sustained standing ovation.)

ADJOURNMENT

President Gruhn then said:

"This evening's session of the convention now stands adjourned to reconvene tomorrow morning at 9:30."

Whereupon, at 9:03 p.m. an adjournment was taken to 9:30 a.m., Thursday, September 26, 1968.

FOURTH DAY

Thursday, September 26, 1968

MORNING SESSION

The convention was called to order by President Gruhn at 9:40 a.m.

President Gruhn then called upon the Reverend H. H. Collins, Jr., Pastor, Bircher Temple Christian Methodist Church, who presented the following invocation.

INVOCATION

**Reverend H. H. Collins, Jr.,
Pastor, Bircher Temple Christian
Methodist Church**

"Almighty God, maker of all things and judge of all men. We acknowledge the manifold sins and wickedness we from time to time most grievously have committed by word, thought and deed against Thy Divine Majesty, provoking Thy wrath and indignation against us.

"We are sorry for these misdeeds. The memory of them is grievous unto You and unto us. Most merciful Father, forgive us for these sins that have been committed against Thee and grant us that we shall bless Thee in the newness of life.

"O Eternal God and from whom no secrets are hid, cleanse the thoughts of our hearts by the inspiration of Thy Holy Spirit.

"We pray for this august body, that Thou will give them leadership and guide them. And bless those who must rule over us, we pray Thee.

"In the name of the Father and the Son and of the Holy Ghost. Amen."

Announcement of Meeting

Chairman Osslo of the Committee on Constitution announced:

"Mr. Chairman and Delegates, I wish to announce that there will be a meeting of the Constitution Committee at this time right here in Memorial Hall, which is at the southwest corner of the building.

"Will all members of the Constitution Committee please report to Memorial Hall immediately.

"Thank you."

Corrections in Proceedings

The Secretary stated that there had been a few minor or typographical errors in the previous day's proceedings, and that, if there were no objections, these

would simply be corrected in the final proceedings.

There were no objections.

**FURTHER REPORT OF
RESOLUTIONS COMMITTEE**

T. A. Small, Chairman

At this time the President called on Chairman T. A. Small of the Committee on Resolutions for a further report.

Resolution No. 33—Middle East.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 30—Freedom for Black Africa.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 34—Oppose Soviet Anti-Semitism.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 35—Anti-Semitism in Poland.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 20 — Federal 35-Hour Workweek.

The committee report:

"The manner in which this resolution is drafted would indicate that certain action should be undertaken by the convention. Since the convention, of course, will adjourn at the conclusion of its business, it would not be practical for the convention to undertake the suggested action. In addition, the Resolve calls for the establishment of a nationwide 35-hour workweek for all industries. While your Committee is strongly in favor of the principle of establishing a shorter workweek, some of its affiliates currently have workweeks of less than 35 hours. This, accordingly, in the opinion of your

Committee is more probably a subject matter for formulation of policy by each of the individual affiliates and your committee, accordingly, for each of the reasons noted, recommends the Resolution be filed, and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 29—Human Rights.

The committee report:

"The subject matter of this resolution is concerned with a recommendation being made to the Federal Congress with respect to action to be undertaken, but your Committee did not have evidence that the recommendation is consistent with the policies of the national AFL-CIO. It accordingly is the feeling of your Committee that the subject matter of this resolution should be referred to the incoming Executive Board for study and review in consultations with the national AFL-CIO action to be taken which is consistent with the policy of the national AFL-CIO.

"Accordingly, it is recommended that this resolution be filed and the subject matter be referred to the incoming Executive Board, and I move the adoption of the Committee's recommendation."

The committee's recommendation was adopted.

The President at this time commented:

"Delegates, I will just request as we move along here that you vote on these issues. I know you did a lot of using your voice last night, but I want you to continue to express your position on these various issues coming before the convention."

Resolution No. 46 — Conference of Transport Trades.

The committee report:

"The subject matter of this resolution is concerned with a Conference of Transport Trades, apparently in some way related to the national Department of Transportation, for the purpose of acting as a clearing house.

"It is not clear to your Committee as to which affiliates were included within the scope of the resolution. Your Committee did not have adequate time to research the situation and determine that the recommendations would not be adverse to the interest of some position of its affiliates.

"Your Committee, accordingly, recommends the subject matter of this resolution

should be referred to the incoming Executive Council of the Federation for review and action and that the resolution be filed, and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 51—Reiss-Davis Child Study.

The committee report:

"The subject matter of this resolution is concerned with the support of the Reiss-Davis Child Study Center. The last Resolve is confusing as to what financial program is contemplated and how it is to be implemented. Since these details can best be worked out by the officers of the Executive Council of the Federation, in cooperation with its staff, your Committee accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council for review and action and that the resolution be filed, and I move its adoption."

Joe Canale (Bartenders, Oakland) rose for a point of information.

"The suggestion made by the Resolutions Committee, as I understand it, was that this resolution be referred to the incoming Executive Board for their—I don't know exactly how he put it, but on the tail end he puts 'and be filed.'

"Is it then to be for the consideration and action of the Executive Board, or is it then to be filed?"

Chairman Small explained: "I was going rather fast, Joe.

"The Committee recommends that the subject matter of this resolution be referred to the incoming Executive Council for review and action and that the resolution be filed.

"In other words, the subject matter of the resolution is to be referred to the incoming Executive Council, but the resolution itself is to be filed."

The committee's recommendation was adopted.

Resolution No. 70—Uniform Consumer Credit Code.

The committee report:

"The subject matter of this resolution is concerned with the Consumer Credit Code. Your Committee was advised that the uniform code commissioners have already approved the draft of the code and it has been submitted to the various states for consideration and action. It was the feeling of the Committee, ac-

cordingly, that it would be preferable to refer the subject matter of this resolution to the incoming Executive Council of the Federation for its review to determine what amendments would have to be suggested to the proposed consumer credit code, when, as and if an attempt is made to introduce it in the State of California, and that they co-operate with the national AFL-CIO to incorporate their views in any such draft.

"Your Committee accordingly, recommends the subject matter of this resolution be referred to the incoming Executive Council and that this resolution be filed, and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 120 — Domestic Production Incentive Program.

The committee report:

"The subject matter of this resolution is concerned with an incentive program to encourage domestic production of films, as well as the endorsement of England's EADY plan.

"While your Committee fully endorses the principles of this resolution it did not have the time or material available to adequately review England's EADY plan.

"Accordingly, while concurring in the intent of the resolution your Committee recommends that the subject matter be referred to the incoming Executive Board for study and action and that the resolution be filed, and I move the adoption of the Committee's recommendation."

Albert K. Erickson, I.A.T.S.E. No. 727, spoke in support, but added a clarifying comment.

The committee's recommendation was adopted.

Resolution No. 121—California Farmer Consumer Information Committee.

The committee report:

"The subject matter of this Resolution is concerned with the recommendation of the California Farmer Consumer Information Committee and the commitment to contribute \$250 per month from general funds of the Federation without time limitation to the Committee.

"Your Committee notes that there is pending before the Convention Resolution No. 106 dealing with an increase in the per capita tax required to meet the

ongoing expenses of the Federation itself. Under such circumstances your Committee believes that the subject matter of this Resolution should be referred to the incoming Executive Council for consideration and action and recommends that the Resolution be filed."

Ken Larson (Federated Fire Fighters) spoke in support.

Claude Fernandez (Retail Clerks No. 428, San Jose), Frank White (Steelworkers No. 1304), and William G. Cummings (Boilermaker-Blacksmith Lodge No. 10, Oakland) spoke in opposition.

Irvin Mazzei (Los Angeles County Federation of Labor) called for the question. The motion to call for the question carried.

Delegate Cummings requested a division of the House. The vote was 490 yes; 42 no.

Chairman Small then made a closing statement.

The committee's recommendation was adopted.

Resolution No. 25—Day Care Centers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 47—Safety in Railroad Shops and Yards.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 50 — Herald-Examiner Strike-Lockout.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 72—Food Stamp Program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 73 — Health and Welfare Plans.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 86 — U. I. and Electronic Equipment.

The committee report:

"Your Committee recommends that in the second line of the Resolve the word 'legislative' be stricken. And as so amended your Committee recommends concurrence and I move the adoption of the Committee's recommendation."

The committee's recommendation was adopted.

Resolution No. 96—Government Contracts and N.L.R.B.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 98—Union Insurance Agents.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 105—In Memoriam.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 110—Amend the Bankruptcy Act.

The committee report:

"In Line 7 of the Resolve correct the typographical error in the word 'kages' (k-a-g-e-s) to 'wages' (w-a-g-e-s). And as so amended your Committee recommends concurrence, and I move the adoption."

The committee's recommendation was adopted.

Resolution No. 119—Equalize Social Security Retirement Benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 36—N.A.A.C.P.

The committee report:

"Your Committee recommends that in the first 'Whereas,' Line 3, the word 'decade'—d-e-c-a-d-e—be amended to read 'decades'—d-e-c-a-d-e-s. In other words, it should not be 'decade' but 'decades.'"

"As so amended, your Committee recommends concurrence in this resolution, and I move its adoption."

The committee's recommendation was adopted.

Resolution No. 37—Urban League.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 38—Community Service Organization.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 39—Jewish Labor Committee.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 40—Histadrut.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 41—O.R.T.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 64—Support Community Chest and other Federated Fund-Raising Drives.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 65—Labor Education Advancement Program.

The committee recommended concurrence.

The committee's recommendation was adopted.

This completed another partial report of the Committee on Resolutions.

FURTHER REPORT OF

COMMITTEE ON CONSTITUTION

Max Osslo, Chairman

The President then called on Chairman Max Osslo for the report of the Committee on Constitution.

Resolution No. 123—Compensation of officers.

The committee report:

"Mr. President, your Constitution Committee, dealing with this resolution, feels that, as stated in the last Whereas:

"It is desirable that modest adjustments be made in such salaries to update them at this time, to put the salaries of the administrative or principal officers in line. Throughout the past

several years, which is proper and just, the staff have been increased every year as a result of their increase clauses in their contracts. We find that these contracts, however, are bringing many of the staff people in line almost to the salary being paid to our principal administrative officers.

"Therefore, we realize that due to the fact that there hasn't been an increase for the past several years, at least four, that this adjustment is a reasonable adjustment to be made.

"Then, too, I am sure that you will find out that it's in line with the percentage of increase in adjustments which have been made during the past several years.

"Further, it may also be pointed out that we find here that our principal officers of this Federation, one of the largest Federations in these United States, are receiving salaries that are perhaps not even commensurate with many of the salaries in our respective Local Unions.

"Therefore, Mr. Chairman, I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Constitution Committee Discharged

With Thanks

"Mr. President, I ask that the Committee on Constitution be discharged with a vote of thanks.

"I further ask that the report that has been given to this Convention by this Committee be adopted, and I so move you, Mr. President."

The motion carried.

The President then thanked the Committee.

COMMITTEE ON LEGISLATION

FURTHER REPORT

The chair then called upon Chairman Fillippini of the Committee on Legislation for a further report.

Resolution No. 3—Restrain E.B.M.U.D.
The committee report:

"Mr. Chairman, your Committee reports that Delegate Gillis of AFSCME and Delegate Wheatley of IBEW appeared before the Committee and noted that this resolution involved a conflict of jurisdiction.

"Since the Federation is unable to sponsor legislation involving jurisdictional conflicts among its affiliates, your Committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 4—Licensing Fire Protection Installers.

The committee report:

"The sponsors of this resolution appeared before your Committee and stated that their specific craft desired licensing in spite of the fact that the general policy of the Federation is opposed to licensing of journeymen. According to the understanding that concurrence in this resolution is not intended to conflict with the established policy of the Federation, your Committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 5—Training Fire Protection Installers.

The committee report:

"The sponsors of this resolution appeared before your Committee and requested that the Resolve be amended as follows:

"RESOLVED, That this Convention of the California Labor Federation, AFL-CIO, go on record requesting our elected Legislators, in the interest of public safety and welfare, to prepare and present legislation requiring and guaranteeing that any person designing, engineering, installing or maintaining any fire sprinkler or protection system for the ultimate purpose of protecting life and property be properly trained under the standards of the National Board of Fire Underwriters, Pamphlet 13, and require a state license duly issued by the proper authorities of the State of California.

"The sponsors of this resolution appeared before your Committee and further stated that their specific craft desired licensing in spite of the fact that the general policy of the Federation is opposed to licensing of Journeymen. According to the understanding that concurrence in this resolution is not intended to conflict with the established policy of the Federation, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 11 — Protection for Piecework Earnings.

The committee recommended concurrence.

The committee's recommendation was adopted.

This concluded the Partial Report of the Committee.

ANNOUNCEMENTS

The Chair called on the Secretary for some announcements.

"First, I want to express my appreciation to the Brothers who worked so hard and diligently last night to help out on security of the auditorium. There were some 30 or so that contributed from the Sailors Union, the Seafarers, the Operating Engineers, and some of the Plumbers. To all of you who did lend a hand last evening to keep everything in order around here, please accept my appreciation for all that you did."

Then followed miscellaneous announcements.

Messages to the Convention

The Secretary continued:

"I have a telegram addressed to the Secretary:

"Warmest personal greetings and best wishes to you and all delegates for a successful convention. This will be the first time in 19 years I have not attended the Federation Convention but I am with you in spirit and heart.

"John F. Henning, American Ambassador to New Zealand."

"Another telegram:

"Our sincere thanks to all the officers and delegates to the California Federation Convention for your beautiful floral arrangements during our recent loss. They were a great measure of comfort. God bless all of you.

"Ray Mendoza and family."

"You will recall yesterday I announced that Ray's father had passed away, when I nominated him for his office.

"Another message:

"Please accept the Los Angeles Labor Education Advancement Program best wishes for a productive convention and hope for the best convention ever.

"Arthur E. Green, Director Labor Education Advancement Program, 8510 South Broadway, Los Angeles."

"Another to the Secretary:

"It is with regret that I advise you that a situation has arisen that prevents my making the trip to Sacramento to address the delegates attending the convention of the California Labor Federation. Since I cannot be with you, I take this means of wishing you a most successful and constructive convention. I also thank all the officers and delegates

for the outstanding and splendid cooperation this Department continually received from them in its promotional efforts in behalf of the Union Label, Shop Card, Store Card and Service Button, and I trust you will call upon us whenever we can be of assistance to your splendid Federation.

"Sincerely and fraternally.

"Joseph Lewis, Secretary-Treasurer, Union Label & Service Trades Department, AFL-CIO."

Report of Herald-Examiner Committee

The Chairman then announced:

"Delegates, at this time I would like to present the Chairman of the Committee that was brought about by the act of this Convention in connection with the Herald-Examiner Strike-Lockout.

"I would present at this time the Chairman, Joe Angelo, for a report."

Chairman Angelo then reported:

"Delegates:

"This report is being submitted by the Special Committee created by the convention on the motion of Secretary-Treasurer Thomas Pitts with reference to the Herald-Examiner Strike-Lockout.

"It is to be emphasized that the intent of the maker of this report is that the fullest support possible is to be given to those involved in the current dispute with the Hearst Los Angeles Herald-Examiner, realizing, of course, that there may be, in some very limited instances, rare restrictions of legal requirements.

"The Committee, consisting of Joe Angelo, Chairman; Sigmund Arywitz, Max Osslo, James Lee and Richard Hackler, met on September 24, 1968, at 4:00 p.m. with representatives of the Joint Strike-Lockout Council, and other interested unions.

"Following a complete review of the issues, the Committee respectfully recommends to this convention a course of action to be undertaken to assist the Joint Strike-Lockout Council in this dispute:

"1. Through the good offices of the California Labor Federation, urge our National AFL-CIO, to seek a meeting with the Board of Directors of the Hearst Corporation, a parent company of the Los Angeles Herald-Examiner, with a view towards bringing the parties together for immediate negotiations.

"2. To cause a selective advertising boycott against principal advertisers and their suppliers who contribute to the payment for such advertising.

"3. Through the good offices of the California Labor Federation, urge our National AFL-CIO, to request of the Department of Labor, through Secretary of Labor Willard Wirtz, an investigation concerning the importation and usage of professional strikebreakers and restrictive actions taken to break the striking and locked-out unions, and further, to take steps to secure an equitable solution to the dispute.

"4. Through the good offices of the California Labor Federation, urge our National AFL-CIO to call upon the U.S. Department of Justice to make a thorough investigation of monopoly practices by the Hearst Corporation in merging and consolidating newspapers with the objective of restricting competition in the newspaper industry.

"5. Through the good offices of the California Labor Federation, urge our National AFL-CIO to cause an investigation to be made by the Internal Revenue Department to investigate tax write-offs and the carry-back procedures used by Hearst to force United States taxpayers to share its losses incurred resisting the unions with which they had been in collective bargaining.

"6. Through the good offices of the California Labor Federation, AFL-CIO, to lend its efforts in seeking a solution to this strike without usurping the rights of the individual unions involved.

"7. To call upon all unions in the State of California to make a five cent per member, per month, voluntary contribution on a sustaining basis to assist the striking and locked-out unions, enabling them to intensify and accelerate all efforts necessary to bring this dispute to a quick and satisfactory conclusion.

"With regard to the question of boycott against the Hearst Industry, this Committee is mindful that a boycott inevitably must have long range connotations which go beyond the duration of a given dispute. We, therefore, recommend that all of the other proposals in our report be initiated immediately and that a full-scale boycott be held as a reserve measure should these other proposals fail to bring about early settlement.

"Mr. Chairman, I move the adoption of this report."

Peter Rimmel (Lithographers & Photo Engravers No. 262) supported the recommendations of the committee, and added a suggestion relating to notice to quit.

Bob Rupert, not a delegate, but representing the Herald-Examiner Strike-Lockout Council, requested permission to speak.

The Chair ruled that, as a non-delegate, he might speak only with unanimous approval, and there appeared to be one dissent. Joe Canale (Bartenders, Oakland) had wanted to know if he would speak pro or con.

George Johns (San Francisco Central Labor Council) asked if the Strike Committee were temporary or permanent, and stated he hoped it would be permanent.

Delegate Kelly (Web Pressmen No. 4, San Francisco) rose to a point of order, and said he believed that under parliamentary procedure, a person once given the courtesy of the floor, maintained it as long as the business was before the convention. He also reminded the Chair and the dissenting delegate that Mr. Rupert was a guest on the basis of being invited to come, as Chairman of the Strike-Lockout Committee in Los Angeles.

Secretary Pitts rose to a point of information as to how Mr. Rupert got on the Convention floor without badge or credentials.

Delegate Dugdale (Communications Workers No. 9410, San Francisco) reminded that the Chairman had presented Mr. Rupert with a badge.

President Gruhn again asked if there were any objection to Brother Rupert's speaking.

Joe Canale (Bartenders, Oakland) withdrew his previous objection.

The Chairman then ruled that by unanimous consent, Mr. Rupert might speak.

BOB RUPERT

Representing the Herald-Examiner Strike-Lockout Council

Bob Rupert then addressed the delegates.

"For just a moment there I thought that we were going to all drown in our own red tape. I think that any delegate who was here last Monday would be certainly aware that I would never speak against the report of the Committee.

"First I want to thank the Committee for having acted promptly and for having acted aggressively. I am very encouraged by it, as are all the members of the Strike-Lockout Council.

"Most of the recommendations must

be implemented through the good offices of the State Federation; and I am sure that they are going to act promptly.

"But there is one recommendation that really I think every person in this room should take just a moment to think about. And that is the one on the five-cent per-capita tax. We said from the platform on Monday that 'we are fighting a giant with a peashooter.' And this is very true. We know that he has recently announced an ad campaign involving an expenditure of over \$200,000. We feel that we have to keep our message before the public. That's what we intend to do with the five-cent per-capita. But it is a voluntary thing, and it is going to be up to the delegates to this Convention to go back to their locals and tell them that we have to have that money.

"Just one more thing. After our presentation on Monday there were some radio and press reports in Los Angeles that we had admitted the strike was lost. That certainly was not what we did. We know that we're going to win.

"Thank you."

Status of Convention Strike Committee

At this time Chairman Gruhn returned to the question asked by Delegate Johns, relative to the Committee's permanence.

Secretary Pitts answered:

"If you are referring to the committee here, being a convention committee, like all convention committees, it is terminated at the end of the last session of the convention. In this instance the authorized, functioning body of this Federation would be the Executive Council, to deal and cope with this subject matter after the convention has ended. This, you will recall, was my motion, to create a committee the other day to go out and meet and work and discuss this thing and bring back its recommendations to this convention. It has brought back its recommendations. And when it finishes with those recommendations and the convention does what it chooses to do with them, to my mind the committee's function has terminated.

"The Executive Committee has the responsibility of carrying out the recommendations that come from this convention committee on this occasion."

Committee Report Adopted

Delegate Abrams (Typographical No. 21, San Francisco) asked if a motion would be in order, and was told there

was already a motion on the floor.

Delegate Dugdale (Communications Workers, San Francisco) rose in support of the committee recommendations, but added a plea for implementation by all members of the voluntary per-capita aid.

The motion to accept the committee recommendations carried.

Chairman Angelo thanked the delegates for their support and moved the committee be discharged.

The motion passed, and the committee was discharged with thanks.

Delegate Abrams moved the committee remain intact for the duration of the strike-lockout, with power to act. He was ruled out of order.

The Secretary then said:

"Mr. Chairman, I could relieve Brother Abrams' mind a little bit.

"All of the members of this committee with the exception of one are now currently members of the Executive Council of the Federation. Sig Arywitz was not, but he is now by virtue of nominations yesterday or as soon as he takes his oath of office before the end of this convention. And the only other one who is not a member of the Executive Council of this Federation is James Lee. What you have on the Executive Council is the same group of people, with the same problem.

"If you would take the suggestion that I gave to the convention, the committee having completed its work and the committee being terminated, this matter is properly the business of the Council and we certainly have the advantage as members of the Executive Council of those members of the committee who participated in the program during the sessions of the convention."

Announcements of Copies of Address of Vice President Humphrey

The Secretary announced there were now copies available of the address of Vice President Humphrey to the Convention.

FURTHER REPORT OF LEGISLATION COMMITTEE

W. L. Fillippini, Chairman

At this time there was a further report of the Committee on Legislation.

Resolution No. 10—Safety in Plants and in the Woods.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 16—Loggers Liens.

The committee report:

"The sponsors of this Resolution appeared before your Committee and stated that it was not the intent to change the existing law, but rather to add to the existing law to provide protection after the logs had left the county of origin.

"Your Committee accordingly recommends that the Resolve be stricken and the following inserted:

"RESOLVED, By the seventh convention of the California Labor Federation, AFL-CIO, that the Federation take all appropriate action, including the preparation and introduction of legislation at the next regular session of the Legislature, to add to Section 3065(A) of the Labor Code language which would permit them to extend their lien rights to logs, after they had left the county of origin."

"As so amended, your Committee recommends concurrence, Mr. Chairman.

"I move adoption of the Committee report."

The committee's recommendation was adopted.

Resolution No. 17 — Direct Compensation Payments.

The committee report:

"The sponsors of this Resolution appeared before your Committee and stated that it had been the practice in certain areas for the State Compensation Fund to require that workmen's compensation payments be made only indirectly to the injured workman by delivering the checks to an employer or to another agent.

"It was pointed out to the sponsors of the Resolution that this activity is clearly prohibited by the express provisions of the Labor Code and this Labor Code Section 4902 was brought to their attention.

"And I will read that section of the Code for everyone's edification.

"Section 4902 reads as follows:

"No compensation, whether awarded or voluntarily paid, shall be paid to any attorney at law or in fact or other agent, but shall be paid directly to the claimant entitled thereto unless otherwise ordered by the Appeals Board. No payment to an attorney at law or in fact or other agent in violation of this section shall be credited to the employer."

"In view of the fact that the existing provisions of the Code prevent the payments in question, your Committee recommends that the Resolution be filed, but in filing the Resolution your Committee refers the subject matter of the Resolution to the incoming Executive Council of the Federation to take up directly with the appropriate officials of the State Fund the necessity of their compliance with the provisions of Section 4902 and their assurance that all benefit payments are made directly to the injured workmen.

"We recommend concurrence with the Committee's report, Mr. Chairman."

The committee's recommendation was adopted.

Resolution No. 122—Competence of Electrical Inspectors.

The committee report:

"Mr. Chairman, the sponsors of this Resolution appeared before your Committee and stated that their specific craft desired licensing in spite of the fact that the general policy of the Federation is opposed to licensing of journeymen. According to the understanding that concurrence in this Resolution is not intended to conflict with the established policy of the Federation, your Committee recommends concurrence."

The committee's recommendation was adopted.

That concluded the partial report of the Committee.

LARRY ITLIONG

Assistant Director,
United Farm Workers
Organizing Committee

Introduction

President Gruhn then made the following introduction:

"Delegates, at this time we have on the platform one who is invited to speak on a very important fight that is going on in this state for the agricultural workers. It is a pleasure for me to present to you the Assistant Director of the United Farm Workers Organizing Committee: Larry Itliong."

Remarks

Brother Itliong then spoke to the delegates.

"Brother Chairman, Officers of the State Federation and delegates to the convention:

"First I would like to inform you that I am here today because our Director,

Brother Chavez, is still in the hospital and unable to address you as planned in the program of the convention. And he wishes for all of you that you will have a successful convention in this year 1968.

"First I would like to express my thanks for being able to be here with you today. I hope that I am able to explain to you in some way the problems that we are faced with in our strike and in the boycott that is now instituted by our union.

"But before I do that I would like to acknowledge the work that was done on behalf of our previous Directors: Brother Norman Smith and Brother Al Green.

"I just saw Brother Al Green a moment ago. I am happy to have seen him, because we haven't had any kind of communication for the last two years, and the farm workers owe a lot to both of these great men in our labor movement.

"I would like to acknowledge from all of you the kind of assistance that we have gotten for the last three years. Without the kind of help that you have given us we would not have gotten this far.

Grape Boycott

"As you must have been aware, we have signed some union agreements with the wine producers in California. But in our biggest employment, which is the grape industry, the fresh table grapes, only one grower has signed an agreement with us — the DiGiorgio Corporation. And this corporation has reneged on their agreement that is signed with us. He has not only reneged on the agreement with us, but he has also sold his holding to other growers. So that for several months last year they were able to capitalize on this kind of shenanigans put out by DiGiorgio to break our boycott against the grower to whom the boycott is directed.

"I don't know if you are aware of the kind of operation that we have undertaken to implement our boycott. But we have farm workers in 35 cities of our country who have gone out with their families to try to make the people understand why they should not buy grapes until such time as the growers recognize our union and sign a contract with us.

"This number of farm workers outside of Delano is just a small portion of the people that we need to bring about the understanding of our boycott by the consuming public. It is true that it has affected the grape industry to the extent of about 20 percent. And before we started the boycott we thought that if the grape growers' production is going to be affect-

ed by 12 percent, they might come around and start talking to us. But it seems like we have figured wrong; that their profit probably runs to about 35 percent. So that we still have to exert more pressure.

"They have always been telling us farm workers (and we believed them for quite some time) that their margin of profit was five percent. But I guess, fools that we are, we don't know any better.

"But the time has come that we realize that with the kind of work that we have to do, we alone could not do it and we need your help.

"The third biggest buyer of grapes in the entire United States is the city of Los Angeles. The markets in Los Angeles buy one-third of all the grapes produced here in California. And if we can stop the sale of grapes in California, I am sure that the growers will then realize that we have friends, that we are not going to go out of existence, that they have to deal with us.

Assistance Needed

"A little while ago you had a motion here to help the striking Brothers and Sisters of the Los Angeles Examiner; and I am happy to have observed the kind of support that you have given these Brothers and Sisters of ours. Because if we are not going to help them, or if you are not going to help us, this in itself would show to the employers that we are weak as an organization. We have to show that we have compassion, that we have concern, that we want to help our Brothers who are in need of help in the labor movement.

"We intend to project ourselves in public, to show that we are a strong organization of working men and women. But this is the time that we can really show, not to the public, but to our own Brothers, that we need them to help when the help is needed.

"And today I beg of you to give us your assistance, whatever you may be able to do for us. We are in need of more people to man our boycott activity. And this has drained what little money you have been giving us. So we need your sustained monthly assistance. And we hope that your membership is going to be able to understand the kind of assistance that we need through your explanation to them, and that they can begin to give us the kind of assistance that we need so that we can do our work and win our strike.

"Today I would like to ask from this Convention that a floor collection be undertaken so that it can give us some

money that is now needed to keep our operation going. And, if I am in order, I would like to express my gratitude to all of you that can help us.

"Thank you very much."

The Chair responded:

"Thank you very much, Larry. And in connection with a solicitation of the delegates, as you recall, a solicitation was made by the Herald-Examiner Strike-Lockout Committee. It was done by the doors. I suggest the same procedure be followed."

Delegate Ruby F. Wicker (County Employees No. 122, Santa Barbara) then inquired about the correct place to which to direct contributions, and Brother Itliong arranged to inform her.

John Lawson (Electrical Workers No. 11) also urged more support for the Delano strikers.

Delegate Abrams (S. F. Typographical No. 21) suggested a collection when more delegates were present, before election, and was reminded the election had been completed the day before.

FURTHER REPORT OF LEGISLATION COMMITTEE

W. L. Fillippini, Chairman

Chairman Fillippini continued the report of the Committee on Legislation.

Resolution No. 32—Help Farm Workers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Motion to Continue in Session

At this time, Secretary Pitts spoke:

"Delegates, may I have your attention for a moment.

"As you know, there is no necessity of an election as a result of the action yesterday. There being no opposition in any office, the officers were all elected by the unanimous ballot of the convention.

"This year we have had a lesser number of resolutions than normal in our convention. We have made progress. We have a minimum amount of resolutions left here to be reported on, and I don't know that there is any material of serious controversy in any of them. We can probably move along and complete the Installation of Officers after the reports of the committees are in, and, I believe, come pretty close to adjourning the convention at about 1:00 o'clock. And with

such a little amount of work to be done, I don't think that you want to go out to the distances to which you must go in order to eat, and then come back for that short period of time. I suspect that you would rather go right on through and be free.

"So I will put the motion and see if you like it.

"I move at this time that we suspend the rules and continue in session until we complete the business of this Convention."

The motion was seconded and carried.

Delegate Jack Faber (Cooks No. 228, Oakland) rose to a point of information as to what happened to the Humphrey signs, and was referred to the auditorium management.

FINAL REPORT OF LEGISLATION COMMITTEE

W. L. Fillippini, Chairman

The report of the Legislation Committee was resumed.

Resolution No. 42 — Prohibit Short Weight Tolerances.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 44—State Printing Purchases.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 45—Jury Pay.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 69 — California Consumer Counsel.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 95—Amend Women's Eight-Hour Law.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 102—Dues Checkoff for U.C. Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 103 — Collective Bargaining for Public Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 107 — Tips to be Included as Wages.

The committee recommended concurrence.

The committee's recommendation was adopted.

O. T. (Bud) SATRE

At this time O. T. (Bud) Satre, a former Federation Vice President, was asked to rise to take a bow, which he did.

The report then continued.

Resolution No. 108—Amend Sec. 1259C of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 109 — Service Contract Act of 1965.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 111 — Determination of Wage and Benefit Claims.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 112 — Facilitate Registration of Voters.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 113 — Repeal 1965 U.I. Amendments.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 114—Delete Restriction on "Election Days" Alcohol.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 115 — Amend Business and Professions Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 116 — Require Statement of Food Additives.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 117 — Guarantee Withheld Funds.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 118—Protect State Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Fillippini then moved that the Committee's report as a whole be adopted.

The motion carried.

Appreciation and Thanks

Chairman Fillippini then read the names of his committee members, and thanked them for their diligent work.

He also thanked the delegates for their attention during the reports.

President Gruhn then expressed the appreciation of the delegates.

"The Chair wishes to express the deep appreciation of the Federation for the work of the Committee on Legislation. And at this time we will dismiss the committee with a vote of thanks.

"I might add also I appreciate the work of Bill Fillippini. He took over the responsibility this year. You know, in previous conventions, Bob Ash had this responsibility. This year we called upon Bill. And I am sure all of you will agree that he did a very fine job."

"Now I would like to call upon the Chairman of the Committee on Resolutions."

FINAL REPORT OF RESOLUTIONS COMMITTEE

T. A. Small, Chairman

Resolution No. 71 — AID — United Givers.

The committee recommended concurrence.

The committee's recommendation was adopted.

On Chairman Small's motion, the convention adopted the committee's report as a whole.

Thanks and Appreciation

Chairman Small then read the names of the committee members and thanked them for their cooperation. Then he added:

"And I would like the record to show that the entire committee is with me, I am sure, in expressing our gratitude for the help that was given us by our very able attorney, C. P. Scully, without whose help I am sure that we couldn't do the job that was accomplished.

"Thank you."

President Gruhn replied:

"The Chair wishes to express his appreciation also to this committee on behalf of the delegates to this convention and to its chairman. For he is a veteran chairman, and he has done his usual good job in going through the resolutions sent to the committee and presenting them to the convention.

"So, Tiny, I know all of the delegates express deep appreciation and we dismiss you with a vote of thanks."

State Association of Barbers and Beauticians

A. L. Holt (Barbers No. 1000, Los Angeles) rose to make a motion:

"I want to make, Mr. President, the following motion, as I have been doing for several years now: I move that the Secretary-Treasurer and the Legislative Committee of this Federation be instructed to support and assist the legislative program of the California State Association of Barbers and Beauticians during the period between this Convention and the next regular Convention of this body, providing nothing therein is contrary to the policies of the Federation."

Motion was seconded and carried.

ANNOUNCEMENT

The Chair recognized the Secretary for

an announcement.

"Mr. Chairman and Delegates, it has been called to my attention that a terrific amount of pressure is being placed upon the members of the Board of Supervisors of Los Angeles County to rescind the action it has taken supporting the grape boycott and there is a possibility that it may come up Tuesday morning.

"So we want to ask those delegates who are here from Los Angeles County to send wires and communicate with your Board of Supervisors in that County just as rapidly as possible; and in these wires, commend them for the action they have taken and urge them to stand fast if this issue comes before them again, so that we will not have lost this strong position created by the Board of Supervisors of Los Angeles County."

INSTALLATION OF OFFICERS

O. T. Satre, Installing Officer

The Chair called upon the former Vice President of this Federation, O. T. "Bud" Satre, for the purpose of installing the newly elected officers of this Federation.

Here followed administration of the oath by Installing Officer O. T. Satre to the newly elected Officers of the Federation, who then declared:

"By the authority vested in me by your Chairman, I hereby declare you duly elected. Repair to your respective offices, and accept my congratulations."

ALBIN GRUHN, PRESIDENT

Remarks

President Albin Gruhn then spoke:

"Delegates, we have just a few moments yet before we will be closing the convention, but I would like at this time as your President to express to each and every one of you my deep appreciation for the manner in which you have conducted yourselves during the convention. You have been very cooperative at all times, and I know it has helped to expedite the business of this convention.

"I shall do everything in my power to carry out the responsibilities which you have entrusted to me in the coming two years; and I know in the immediate future I will be up and down the state working with the Secretary-Treasurer and the other officers of the Federation to do the job to elect our friends to public office in our state and in our nation; and also to do everything I can to assist our organizations in helping to build a greater and stronger trade-union movement in the state of California and thus

help to build a stronger and greater trade-union movement in the United States as a whole.

"And again thank you very much for your confidence in reelecting me as President of this great Federation."

"Now I would like to call upon the Secretary."

SECRETARY-TREASURER

THOS. L. PITTS

Closing Remarks

"Mr. Chairman, my colleagues on the Executive Council, and Delegates to this Convention:

"I first want to express my appreciation to you for all of your splendid help.

"I want to say that I appreciate all that has been done, and there has been a great deal done by my colleagues in the office, the staff, and countless hundreds up and down this state to make the load a little bit easier, under these times of duress. And I deeply appreciate all of it.

"I have to say again that I deeply appreciate the confidence shown in me by this convention. To be reelected to the office I have held in this Federation for a number of years now certainly gives a man the best feeling, I think, that could possibly come up inside of him. To know that you are selected by your fellow men with whom you worked down through 25 or 30 years—in my case a little more than 30 years—to lead an organization of this kind and to be its executive officer gives a man a kind of feeling inside of him that you cannot understand unless you have experienced it. That is the only way that I can put it to you. But it's a great feeling. It's a wonderful feeling, believe me.

"I want to encourage you, as we come to the closing minutes of this convention, to go out of this convention and be just as militant as you go down through your days, weeks, months, and years ahead, and to work as you have in this convention.

"It has been a good convention. You have been a kindly delegation and yet one always participating in and attentive to the problems that were here before this convention.

Now We Act on Our Resolutions

"You know that we have great problems on the economic front since you heard today from Larry Itliong; you heard from the Herald-Examiner strike people; you heard from the Committee

of this Convention that reported on that issue; and you heard all of the other resolutions that reflect the problems facing the people in this great Federation.

"You heard last night from the great candidate for the Presidency of the United States: Hubert Humphrey. This convention has been, I believe, signally marked and dignified on this occasion by what I believe to be the first time in the history of this state federation that we have been visited by the Vice President of the United States.

"We should know after we listened last night to the labor-supported candidate for the Presidency what we have cut out for us in the way of work. We should understand that we cannot afford to sit around and let ourselves drift into a lackadaisical attitude or let apathy take over. If we do, we will have been 'had' by Mr. Nixon. And who knows better than the people in California what kind of problems we would have should we yield the White House to a man like 'Tricky Dick.'

"We certainly know. And because we knew, we demonstrated in this state that he, even though having achieved the high office of Vice President of the United States, was not acceptable as the Governor of California. And having proved that once, we had better prove it again in California. And when we proceed to the polls on November the 5th, and they get through counting the ballots, we had better put the electoral votes of California in the column for Hubert Humphrey!

"We have stayed here now and talked for quite a few days, in meeting of our state councils, state organizations and our Federation all this week, and our Executive Council part of last week. The time now has ended for this kind of talk. The time now is for action—action in your communities.

"May I say that I will do everything I can to provide the kind of action that is necessary to bring us into the column about which I talked on November 5th. All I ask is that every single, solitary one of you, and all whom you can touch, help me put it where it belongs on November 5th.

"I trust that you have enjoyed this convention, that you liked the actions that have been taken.

"I am grateful, as I said, for your attitude, your actions, your work and your help in making this a very good convention. And may God bless you all for all that you have contributed to the benefit of the workingman in this state and for

what you will have contributed, when you leave this convention, for their future welfare.

"I have no more at the desk, no more than to say again a very simple and plain 'Thanks' to a lot of wonderful people."

PROCEEDINGS

Delegate Nathan Karp (Electrical Workers No. 1710, Los Angeles) asked about how to receive the final days' Proceedings, and was informed they would be mailed to the delegates, as is customary.

IN MEMORIAM

President Gruhn then reminded the delegates:

"Delegates, we have one matter remaining.

"We have Resolution 105, which is a

memoriam to all of our officers and brothers and sisters who passed away since the last convention. And we will just stand for one minute in silence in respect to the memory of those brothers."

(Here followed one minute of silence in memory of departed brothers and sisters.)

"Thank you, Delegates."

ADJOURNMENT

There being no further business, the Secretary moved for adjournment, and the motion carried.

The President stated:

"The Convention is adjourned sine die."

WHEREUPON, at 12:36 p.m. the Seventh Convention of the California Labor Federation, AFL-CIO, was concluded.

STATEMENTS OF POLICY

Submitted by the Executive Council of the
California Labor Federation, AFL-CIO

*Labor actions are founded on membership attitudes and principles.
To the end of shaping such attitudes and stating such principles, the Executive
Council presented the following policy statements to the 1968 convention.*

DIGEST

I FULL EMPLOYMENT AND THE ECONOMY

- (a) Despite steady economic expansion, full employment still does not exist and the rapid growth of corporate profits has created serious imbalances in the economy.

Poverty remains an overriding fact of life for many, with the bottom twenty percent of the nation's families receiving only five percent of the national wealth.

The federal government must provide strong, inspiring leadership in the effort to achieve a balanced full employment economy in which all segments of society prosper.

- (b) California's unemployment rate continues to be above the national average and the state's heavy dependence on federally-financed aerospace production emphasizes California's economic vulnerability.

The social and economic challenges confronting the state can only be met by state government programs and policies that place the public interest before the narrow demands of special interest groups.

Adopted, pp. 20-21.

II UNEMPLOYMENT INSURANCE

Numerous significant improvements are needed in California's unemployment insurance program, including, in particular, an increase in benefit payments; repeal of the provisions on disqualifications for voluntary leaving and discharge for misconduct and reenacting provisions consistent with fairness and justice; repeal of Unemployment Insurance Code Section 1264, the so-called domestic leaving section; amendment of Unemployment Insurance Code Section 1262, the trade dispute section; extension of coverage to agricultural and other workers; at least 39 weeks of benefit payments; and objective action on fund solvency and taxing provisions.

Adopted, p. 21.

III UNEMPLOYMENT DISABILITY INSURANCE

California's worker-financed disability insurance program must be improved by increasing the amount of benefit payments and paying weekly and hospital benefits for confinement due to pregnancy. Other needed improvements in the program include the payment of benefits during trade disputes, extension of coverage and adequate financing.

Adopted, p. 21.

IV WORKMEN'S COMPENSATION

We call upon the legislature to modernize California's seriously deficient workmen's compensation program by providing for the free choice of physicians; further increases in benefit payments for temporary and permanent disability; death benefits be paid in the form of pensions for widows and/or dependents; payment for the first week of disability if the disability lasts more than twenty-five days; adoption of administrative procedures to discourage litigation; supervision of medical treatment; a mandatory rehabilitation program; and coverage of household domestics.

Adopted, p. 21.

V TAXATION

- (a) The federal government's overall tax system is riddled with inconsistencies and loopholes that make a sham of the ability-to-pay principle of taxation. Tax reform is necessary to close the many loopholes now benefiting special interest groups at the expense of wage and salary earners.
- (b) California's combined state and local tax structure is extremely regressive and is in need of basic, top-to-bottom reform. Emphasis must be placed on increasing taxes based on the ability-to-pay principle while restricting the role of regressive consumer levies.

Particularly necessary is property tax reform to aid hard-pressed homeowners and low-income renters.

Adopted, p. 21.

VI LABOR LEGISLATION

- (a) Free collective bargaining remains under attack by various special interest groups who, not contented with exploiting the many weaknesses in the National Labor Relations Act, are now mounting an all-out offensive to cripple and ultimately destroy the trade union movement.

These attacks must be repulsed and positive legislation benefiting free collective bargaining must be enacted, including repeal of Section 14(b), an increase in the federal minimum wage, and enactment of situs picketing legislation.

- (b) California needs major improvements in labor legislation, including enactment of legislation guaranteeing all workers the right to organize and bargain collectively; the outlawing of professional strikebreakers; and establishment of a state minimum wage and hour law at least equal to that needed at the national level.

Adopted, pp. 21-22.

VII AGRICULTURAL LABOR

The past two years have witnessed major breakthroughs in the struggle to organize farm workers, yet the battle to extend industrial democracy to California agriculture has only begun. We pledge our continued support to the farm workers' organizing drives and legislative action to cover farm workers under the National Labor Relations Act and a similar state statute, extend unemployment insurance to farm workers, extend equal coverage under the Fair Labor Standards Act to them, and amend the state's fair employment practices law to cover them.

Adopted, p. 22.

VIII CIVIL RIGHTS

Continued racial discrimination and injustice have created a severe domestic crisis that threatens to totally divide society. Only unremitting efforts by labor, business, and government can move the nation away from this crisis and towards a society based on brotherhood and true equality for all.

Adopted, p. 22.

IX HOUSING

- (a) Housing needs continue to far outstrip new housing construction as the urban crisis grows and the core cities continue to decay. New housing efforts and programs, as well as adequate funding of the rent supplement and Model Cities programs and mass transit facilities are needed in order to eliminate urban ghettos and rural slums and improve the social and economic life of low and moderate income families.

- (b) Despite the clear-cut need for more homes, California's home industry remains depressed with home construction far below previous levels. The state must provide leadership in revamping the Cal-Vet program and better utilize its credit in order to stimulate home construction and meet state needs.

Adopted, p. 22.

X EDUCATION

- (a) Public schools are the cornerstone of democracy, yet face many serious problems, particularly in urban areas. The nation's pressing educational needs must be met through greater federal financial support and programs to help the disadvantaged, now heavily concentrated in ghetto schools.
- (b) California's educational system, particularly in the field of higher education, faces severe difficulties caused in large part by an unsympathetic state administration that has emphasized budget cutbacks, imposition of tuition, and political meddling.

California can only attract the qualified teachers needed by adopting progressive educational programs and policies, including tax reform, enactment of teacher collective bargaining rights, expansion of adult education programs, and adoption of programs to expand the educational opportunities of low income and minority youths.

- (c) Recognizing the many benefits of labor education and scholarship programs, California labor rededicates itself to the support and expansion of such programs throughout the state.

Adopted, pp. 22-23.

XI SOCIAL SECURITY

A national health insurance system financed by worker, employer, and government contributions is needed to assure that every citizen receives adequate health services.

To meet the needs of the elderly and disabled, social security benefits must be increased at least 50 percent, with special attention directed towards raising the minimum payment; disability recipients must be covered under medicare; a flexible zone of retirement between ages 60 and 65 must be established and the number of "drop-out" years increased.

Adopted, p. 23.

XII SOCIAL WELFARE

The millions of people in poverty, many of them receiving public assistance, live out their lives largely forgotten by the nation's more affluent majority. The fact is present public welfare efforts have been a failure. They must be revised, from top to bottom, with programs having national standards based on one criterion: need.

Adopted, p. 23.

XIII FOREIGN POLICY

We condemn the dastardly armed invasion of Czechoslovakia by the Soviet Union. We support the United States' policy in Southeast Asia and the need for adequate strength to deter and defeat any aggressor.

We proclaim that in an unsettled world torn by crisis, poverty, war, and disease the building of a durable peace must be a national preoccupation. The United States, as one of the world's strongest democratic nations, and other free democratic nations must provide the necessary leadership in charting a course for free people that will make freedom and democracy meaningful words throughout the world.

Organized labor in California reaffirms its strong support of the foreign policy positions of the national AFL-CIO.

Adopted, p. 72.

XIV NATURAL RESOURCES

The nation's natural resources are threatened by special interest groups seeking short-run gains at public expense. Organized labor pledges its support of an overall natural resources policy that includes combatting air and water pollution. In California we pledge continued support of federal reclamation law, viewing it as an excellent means to plan the state's future development.

Adopted, p. 72.

XV CONSUMER PROTECTION

The past two years have witnessed a number of long-overdue breakthroughs in the consumer protection field at the national level, although an opposite trend now exists in California. Major expansion of consumer education programs remains necessary, however, and legislation to protect consumers in the insurance, drug, health, and food inspection fields is sorely needed.

Adopted, p. 72.

I.

FULL EMPLOYMENT AND THE ECONOMY

(a) Despite steady economic expansion, full employment still does not exist and the rapid growth of corporate profits has created serious imbalances in the economy.

Poverty remains an overriding fact of life for many, with the bottom twenty percent of the nation's families receiving only five percent of the national wealth.

The federal government must provide, strong, inspiring leadership in the effort to achieve a balanced full employment economy in which all segments of society prosper.

The national economy has expanded greatly in recent years, with the living standard of most people rising markedly. Since 1961 the nation's gross national product has increased nearly \$300 billion and unemployment has dropped. Enlightened federal economic policies and programs, coupled with enactment of long overdue social and economic legislation, such as Medicare, aid to education, civil rights, job training, higher minimum wage standards and increased coverage, improved social security benefits, the war on poverty program, and expanded federal housing and community development programs were responsible for a major portion of this growth.

Yet much remains to be done. Full employment still remains a dream for too many people. Job opportunities for many disadvantaged job seekers, minority group members, and the unskilled fall far short of the need.

Moreover, not all citizens have shared in the increase in national wealth over the past seven years. Tremendous imbalances continue. For instance, the top five percent of the nation's families receive 20 percent of the national wealth; the bottom 20 percent receive but five percent.

While many of the poor have been neglected, a disproportionate share of the fruits of economic progress have gone to the wealthy. From 1960 through the first quarter of this year, corporate profits after taxes rose 96 percent and

dividend payments jumped 73 percent. Yet the weekly take-home pay after taxes of the average factory workers rose only 27 percent and in terms of "real" buying power only 10 percent. Sharp increases in the cost-of-living, over the past three years in particular, have meant the "real" buying power of workers has shown little change.

The fact is, wage and salary workers have not received their fair share of the nation's economic growth. This is clearly indicated by a comparison between increases in output per man-hour in the private economy, which has grown at an annual rate of 3.6 percent, and the low 2.7 increase in real compensation per hour for all employees in the private economy over the past eight years.

In short, the national economy must perform better in the years immediately ahead if the heavy strains placed on our social and economic life are to be reduced. The pace of social progress at home must be increased through expansion of such essential domestic programs as aid to education, the war on poverty, the rebuilding of our cities, and the building of a true full employment economy.

To accomplish these goals, federal expenditure, tax, and monetary policies must work together to insure that demand for goods and services expands enough each year to provide new job opportunities for the currently unemployed, new entrants into the labor force, and workers displaced by automation. In this regard, the lag between the growth of real wages and salaries and corporate profits must end in order to strengthen the mass consumer markets that are the foundation of the economy. Also, looking beyond Vietnam, federal economic policy must emphasize the public sector through greatly increased spending for essential social and public works programs, rather than emphasizing tax cuts that would chiefly benefit the already well-to-do.

To the extent that federal government fiscal and economic policy fails to create enough jobs for all people able and desirous of work, programs creating additional public service jobs for the unemployed and seriously unemployed must be established and properly funded.

While national monetary policy has a clear role to play in creating an ex-

pansionist economy it is clear that over the past few years the policies of the Federal Reserve Board have been out of kilter with other federal efforts. Recognizing the need for an ample, growing money supply at low interest rates, the Federal Reserve should be required, by law, to act in harmony with the national economic policies of the administration.

The federal government must take the lead in fostering a number of other related programs and policies which together can help to achieve full employment. For example, a technological clearing house that would gather information on the impact of automation is necessary.

Recognition must be given to the fact that the nation's balance of payments problems must be solved within the context of full employment policies. A true national manpower policy is essential in order to help workers adjust to the adverse impact of automation. Moreover, to create and keep a balance between wages and prices, public attention must be directed towards the unfair pricing policies of major corporations.

The federal government also must establish a national inventory of needs and goals in such fields as housing, community facilities, public services, and the like. Such a comprehensive and coordinated cataloging of our national needs and goals will provide the economic yardstick for government policies aimed at meeting national needs and sustaining balanced economic growth and full employment. Finally, some program of income maintenance must be established that would guarantee, for all in need, a floor under which family income would not fall.

(b) California's unemployment rate continues to be above the national average and the state's heavy dependence on federally-financed aerospace production emphasizes California's economic vulnerability.

The social and economic challenges confronting the state can only be met by state government programs and policies that place the public interest before the narrow demands of special interest groups.

The California economy has experienced much of the progress and faced many of the problems of the national economy in recent years. Unfortunately, in our state, unemployment has con-

tinued to remain above the national average. At five percent in 1967, the California unemployment rate was not only considerably above the national average, it reflected the fact that throughout this decade unemployment has been in excess of the level prevailing in the 1950's.

The state's economy remains unique among the nation's biggest industrial states despite attempts at diversification, in that so much of our economic health depends on military and aerospace production. Overall, 38 percent of the more than 1,600,000 California manufacturing workers are employed in defense-related work. In Los Angeles the figure is 41 percent. However, in Orange County it is 58 percent, and in San Diego it is 65 percent. Of course, federal aerospace expenditures also create thousands of additional jobs in such related fields as construction, services, and trades. Conversely, cutbacks also have a widespread impact.

California faces numerous other economic problems. The state's tremendous population growth, from under 11 million in 1950 to over 20 million this year, has been largely unplanned and needlessly fragmented. The lack of planning has created sprawling suburbs that continue to gobble up prime agricultural land at a rapid pace and helped to create urban slum conditions in the central cities. To thwart this pattern requires bold, innovative leadership at the state level.

The heavy interrelationship of the state and national economies, while indicating the importance to California of rational, enlightened federal economic policies, does not negate the need for significant efforts to reduce unemployment and to aid the poor and less fortunate within the state. The state administration can play a more vital role than it has. The orientation of state government must be towards planning for growth, recognizing that its responsibility to the people comes before its responsibility, if any, to special interest groups that are guided chiefly by the pursuit of short-term profits.

The focus of state government must be on meeting California's long-run needs by helping to diversify the state's industrial base, providing leadership in developing urban transit programs, combating air and water pollution, which is destroying much of California's recreational advantages, sponsoring new housing programs, and adequately aiding education. This requires using the state's

fiscal resources in a positive manner and developing programs based on need.

The prevailing state government view that the private sector alone knows what is best must be modified to recognize that government is the servant of all the people and must provide leadership in meeting state and regional needs. In this regard, state-sponsored and assisted job training and manpower development programs must reorientate much of their focus from developing short-run fragmented job skills, to creating programs emphasizing long-run needs in order to maximize job opportunities over a worker's lifetime. This means, for example, not discarding the time-honored apprenticeship system, which, despite imperfections, has proved its usefulness.

Adopted, pp. 20-21.

II.

UNEMPLOYMENT INSURANCE

Numerous significant improvements are needed in California's unemployment insurance program, including, in particular, an increase in benefit payments; repeal of the provisions on disqualifications for voluntary leaving and discharge for misconduct and reenacting provisions consistent with fairness and justice; repeal of Unemployment Insurance Code Section 1264, the so-called domestic leaving section; amendment of Unemployment Insurance Code Section 1262, the trade dispute section; extension of coverage to agricultural and other workers; at least 39 weeks of benefit payments; and objective action on fund solvency and taxing provisions.

A major increase in unemployment insurance benefits is long overdue; under the present benefit structure those who suffer from periods of unemployment can barely exist.

The present disqualification provisions for voluntary leaving and discharge for misconduct are inconsistent with the philosophy of unemployment insurance. To be consistent, a person so disqualified should be ineligible for benefits for a period not exceeding five weeks.

The disqualification for domestic reasons also is unfair and unjust if the leaving is for good cause. We believe the Unemployment Insurance Code Section 1253 should be used to determine eligibility. In order that employers be

prohibited from using Unemployment Insurance Code Section 1262 as a strike-breaking device, ineligibility should be for a reasonable period.

In recent years more people have experienced longer periods of unemployment. At present the payment of extended duration insurance benefits is based on the percentage of unemployment in the labor force. This is arbitrary and meaningless, particularly to an individual who suffers prolonged unemployment. Benefit payments should be made payable to all individuals for periods of at least 39 weeks.

Organized labor again challenges the validity of the so-called merit-rating system of taxation and wage base upon which taxes are paid. This Federation pledges to work to create a satisfactory tax system which will guarantee fund solvency.

Specifically, the California Labor Federation urges the legislature to enact the following program:

1. A major increase in benefit payments.
2. Repeal of the harsh disqualification provisions as they pertain to voluntary leaving and discharge for misconduct.
3. Repeal of Section 1264—the so-called domestic leaving section.
4. Coverage of agricultural workers, domestics, government employees, and all other workers not now covered.
5. Amendment of Section 1262, the trade dispute section.
6. Benefit payments for periods of unemployment of at least 39 weeks.
7. A meaningful increase in the wage base upon which taxes are paid.

Adopted, p. 21.

III.

UNEMPLOYMENT DISABILITY INSURANCE

California's worker-financed disability insurance program must be improved by increasing the amount of benefit payments and paying weekly and hospital benefits for confinement due to pregnancy. Other needed improvements in the program include the payment of benefits during trade disputes; extension of coverage and adequate financing.

At the time the Executive Council prepared this statement, legislation increas-

ing weekly benefits to \$87.00 was pending before the Governor for his consideration. Even assuming favorable action by him, however, organized labor still believes additional improvements are necessary to insure the disabled worker will receive weekly benefits at least equal to two-thirds his weekly wage.

The payment of benefits for a period of confinement as a result of pregnancy with additional attendant hospital costs should be a right to which a working mother is entitled.

At present, coverage is terminated during a period of unemployment in the course of a trade dispute unless the disability is caused by accident or the worker is hospitalized. This is unfair; a worker's right to benefits should be continual.

Contributions by workers to the fund should be sufficient to keep the fund actuarially sound at all times. To guarantee increased benefits through a program of escalation, contributions must be increased accordingly.

The California Labor Federation urges the legislature to enact the following program to meet the needs of Californians:

1. A further increase in the amount of benefit payment.
2. Benefits to be paid as a result of confinement from pregnancy.
3. Payment of benefits while a trade dispute is in progress.
4. Extend coverage to all non-covered workers.
5. Increase worker contributions to meet benefit improvements.

Adopted, p. 21.

IV.

WORKMEN'S COMPENSATION

We call upon the legislature to modernize California's seriously deficient workmen's compensation program by providing for the free choice of physicians; further increases in benefit payments for temporary and permanent disability; death benefits be paid in the form of pensions for widows and/or dependents; payment for the first week of disability if the disability lasts more than twenty-five days; adoption of administrative procedures to discourage litigation; supervision of medical treatment; a mandatory re-

habilitation program; and coverage of household domestics.

At the time the Executive Council prepared this statement, legislation increasing weekly benefits to \$87.50 was pending before the Governor for his consideration. Even assuming favorable action by him, however, organized labor still believes additional improvements are necessary to insure the disabled worker will receive weekly benefits at least equal to two-thirds his weekly wage.

Death benefits are specific statutory amounts and are paid in weekly benefits. When these benefits are exhausted, widows and dependents are often left destitute and death benefits should be paid in the form of a pension to survivors.

We also urge the shortening of the waiting period.

There has been shown no measurable reduction in litigation as a result of recent legislation; because of this organized labor supports creating an administrative procedure for the prompt payment of benefits.

At present no supervision of medical treatment exists. To overcome this problem, strict supervision should be vested in the administrative director of the Division of Industrial Accidents in order to guarantee prompt, quality medical care to injured workmen.

In other jurisdictions, injured workmen have benefited from vocational rehabilitation programs. The so-called voluntary rehabilitation program now in existence has shown little or no success. We believe that injured workmen who seek and need vocational rehabilitation should be entitled to such a program as a matter of right.

Recognizing the many threats to further weaken workmen's compensation, this Federation pledges to continue to oppose all legislation which would restrict the rights enjoyed by workers under present law.

The California Labor Federation urges adoption of the following specific program:

1. The right of the injured worker to select his own medical treatment.
2. Further increases in the weekly benefit payments for temporary and permanent disability.
3. Death benefit payments should be paid to widows and dependent children in the form of pensions. With respect to widows, benefits should be paid for life or until remarriage.

Benefits should be paid to dependent children until they reach legal maturity.

4. Retroactive payment for the first week of disability if the disability is in excess of twenty-five days, except when hospitalized, when benefits are paid immediately.
5. Administrative procedures should be initiated to guarantee prompt and full payment of all benefits and to discourage the litigious approach to contested claims.
6. Coverage should be expanded to include all household domestics.
7. Strict supervision of medical treatment should be vested in the administrative director of the Division of Industrial Accidents.
8. A mandatory rehabilitation program should be created by statute to permit those qualified persons to receive complete vocational rehabilitation. During the rehabilitation period, benefits should be paid in the same manner and amount as temporary disability payments.

Adopted, p. 21.

V.

TAXATION

(a) The federal government's overall tax system is riddled with inconsistencies and loopholes that make a sham of the ability-to-pay principle of taxation. Tax reform is necessary to close the many loopholes now benefiting special interest groups at the expense of wage and salary earners.

Organized labor believes that the federal tax burden must be fairly shared by all citizens, regardless of their position, in order to promote the national welfare rather than aiding special interest groups. This goal can only be achieved by placing greater reliance upon the ability-to-pay principle of taxation. Yet the progressive quality of the federal income tax has been weakened steadily over the past 20 years by special-interest group pressures.

Prior to World War II, for example, the federal income tax favored earnings from wages and salaries; today the opposite is true. Persons receiving billions of dollars in capital gains, stock market and real estate transactions, from

tax-free interest on state and local bonds, and from oil and other unjustifiable mineral depletion allowances, now enjoy special tax shelters. Meanwhile, corporations increasingly avail themselves of tax-free state and local revenue bonds as a means to obtain cut-rate plant sites at public expense. In addition, the transfer of large sums of money by gift and at death are accomplished through evasions that make taxation based on ability-to-pay a mockery.

A temporary increase in individual and corporate income taxes, without any reform of the federal tax structure, has now been enacted. While a tax increase was necessary due to the size of the federal deficit, high interest rates, and the skyrocketing cost-of-living, the increase enacted only continued the present inequities.

One result of these developments has been a major loss of public confidence in the fairness of the nation's tax system.

Top priority must be given to closing the many loopholes in existence. Loophole-closing would raise billions of dollars in additional revenue, which could be used to help meet the nation's international obligations and domestic needs while restoring public confidence in the tax system. It could also help to reduce the tax burden on low and moderate-income families.

Less than four years ago there was the hope that another tax cut might be possible. Although the Vietnam war makes this impossible now, a cessation of hostilities would greatly increase the likelihood of a general tax cut. However, any tax reduction must be aimed essentially at those who deserve and need it the most—moderate and low-income families. A program of tax cuts that does not also close the many existing loopholes should not occur under any circumstances.

In this regard, organized labor recognizes that greater financial aid is needed to help many hard-pressed local governments and states meet public needs. As federal revenues rise, part of the increase should be shared with states and cities. We reject the view, however, that a portion of federal tax receipts should automatically be returned to states and localities on a no-strings-attached basis. Instead, federal grant-in-aid funds should go to states and localities for specific, high priority programs where needs are greatest and under enforceable federal performance standards.

Tax policy touches the life not only of all union members and their families but just about everyone because wage and salary workers pay most of the nation's tax bill. Thus, it is in the national interest to insure that taxes are fairly levied and that federal tax policy is focused on serving the nation's needs in the best possible way.

(b) California's combined state and local tax structure is extremely regressive and is in need of basic, top-to-bottom reform. Emphasis must be placed on increasing taxes based on the ability-to-pay principle while restricting the role of regressive consumer levies.

Particularly necessary is property tax reform to aid hard-pressed homeowners and low-income renters.

The California tax structure suffers from two basic defects. It is extremely regressive and tax revenues rise less rapidly than expenditure needs because regressive consumer taxes raise revenue at a slower rate than the economy usually grows. The result is repeated fiscal crises.

California's combined state and local tax structure places the greatest tax burden on those least-able-to-pay while taxing much more lightly the incomes of the well-to-do. This is reflected in the fact that the chief revenue raisers in the state are the severely regressive property tax and unfair consumer taxes such as those on retail sales and cigarettes.

Local property taxes, which tend to rise every year and bear no relationship to family income, may force many people, including trade union families, from their homes. Contrary to the propaganda peddled by wealthy special interest groups, wage and salary earners pay more than their fair share of state and local taxes. In fact, low and moderate-income families bear the brunt of state taxes today.

Despite this, however, numerous efforts are being made to further increase the taxes of low and moderate-income families while relieving the tax burden of the more affluent. An example is the continued effort to reduce and eventually eliminate the tax on business inventories. If successful, this would give a "windfall" tax break to large corporations and mean that the balance of California's taxpayers would have to pay higher taxes.

The only solution to California's recurrent tax problems is an overhaul of the entire tax structure. Tax reform must place greater reliance on the personal income tax, including adoption of a pay-as-you-go withholding system to capture the millions of dollars presently annually escaping collection; a further increase in the bank and corporation tax, and a consolidation and general increase in the rate of taxation on inheritances and gifts. Unjust, discriminatory consumer taxes must be reduced, not increased.

In addition, property tax relief must be extended to hard-pressed homeowners. However, such relief should be restricted to owner-occupied single homes and to renters. Efforts to return large sums of state-collected revenue in block form to the counties to pass on to property owners, which would give "windfalls" to large landowners, apartment house owners, and other wealthy groups, are inequitable and must be opposed.

To meet the state's ever-expanding needs, to keep our public education system among the best in the nation, to retain California's position as a builder of technical knowledge with the resulting favorable climate for new and inventive businesses, and to provide adequate welfare programs for those in need as well as create thousands of new job opportunities, requires an overall state tax policy geared to raising revenue as rapidly as the need for public expenditures rise. Such a policy should be premised on the belief that all residents pay their fair share for those public services benefiting all Californians.

Adopted, p. 21.

VI.

LABOR LEGISLATION

(a) Free collective bargaining remains under attack by various special interest groups who, not contented with exploiting the many weaknesses in the National Labor Relations Act, are now mounting an all-out offensive to cripple and ultimately destroy the trade union movement.

These attacks must be repulsed and positive legislation benefiting free collective bargaining must be enacted, including repeal of Section 14(b), an increase in the federal minimum wage, and enactment of situs picketing legislation.

Despite its record of accomplishment, collective bargaining continues to be attacked by strong, well-entrenched groups seeking to weaken and ultimately destroy the trade union movement. Although the National Labor Relations Act declares that workers have the right to organize and bargain collectively, this basic policy has been perverted in many cases and the NLRA has become little more than a license for union busting. Employers often violate the Act deliberately and flagrantly, knowing that its sanctions, if ultimately invoked, are feeble.

Positive amendment of the NLRA is necessary if workers are to be guaranteed the right to organize and bargain collectively. Specifically, the following changes are needed:

1. Section 14(b) must be repealed. This would strengthen unions in so-called "right to work" states and help to reduce the hostile climate that produces violence, discharge of union members, and defeat of union organizing campaigns.
2. Unfair labor practice cases and representation proceedings usually encounter inordinate and interminable delays. These delays, in some cases stemming from the Taft-Hartley amendments of 1947, must be eliminated in order to speed up NLRB proceedings.
3. The NLRA's remedies are grossly unfair. At present the Act provides for mandatory injunctions against a long list of union activities yet no comparable sanction is provided for employer unfair labor practices, regardless of how destructive they are. This flagrant imbalance must be corrected.
4. The Act does not touch the anti-union activities of certain individuals or groups no matter how vicious, unless such groups are proven to be an employer's agents. This must be remedied so that when third parties engage in unfair labor activities for an employer, the employer will be found responsible.
5. Farm workers, employees of non-profit hospitals, and other workers are excluded from the provisions of the Act. These workers are most in need of union organization and must be included in the Act's coverage.

Many other major changes also are needed in the nation's labor laws. Spe-

cifically, the Fair Labor Standards Act must be amended to increase the minimum wage to \$2.25 an hour, and the full protection of the Act must be extended to all workers engaged in or affecting interstate commerce. Also, the FLSA should provide for the payment of double time for overtime and reduction of the standard workweek to a maximum of not more than 35 hours. In addition, farm workers must be given the same minimum wage and hour coverage as other workers.

Other necessary improvements in federal labor laws and regulations include adoption of a Presidential Executive Order barring willful and repeated violators of the NLRA from receiving government contracts. Improvements in labor-management relations in the federal service are needed to provide, among other things, an adequate judicial appeals procedure, impartial mediation, and guarantees of worker rights comparable to those enjoyed by employees in private industry. Also drastically needed is federal legislation in the occupational health and safety field to help curb the many deaths and injuries suffered on-the-job each year and enactment of situs picketing legislation. In addition, legislation is necessary to apply the prevailing wage requirements of the Davis-Bacon Act to all construction financed or supported by the federal government. Likewise, fringe benefits must be included as part of the prevailing wage under the Walsh-Healey Act.

Organized labor must be prepared for an all-out assault in the next Congress by a number of anti-labor groups. Various anti-labor bills, aimed at drastically restricting the actions of labor unions will be pushed by reactionary Congressmen. Among them are bills to apply the anti-trust laws to labor in order to destroy industry-wide and coordinated bargaining. If successful, such legislation would disrupt long-established bargaining patterns, and prevent coordinated negotiations over wages, pensions, and welfare funds. An anti-labor coalition of employers is also pushing legislation to abolish the National Labor Relations Board and replace it with a so-called "Labor Court" and legislation to force compulsory arbitration on unions and employers in the transportation field.

Other anti-labor bills under consideration include those aimed at prohibiting unions from collecting voluntary contributions from union members in order to give aid to labor-endorsed candidates

and efforts to outlaw the union shop through a federal "right to work" law. Enactment of any of these bills would drastically curtail union activities and make a shambles of free collective bargaining.

(b) California needs major improvements in labor legislation, including enactment of legislation guaranteeing all workers the right to organize and bargain collectively; the outlawing of professional strikebreakers; and establishment of a state minimum wage and hour law at least equal to that needed at the national level.

Although state labor legislation has some progressive features it remains seriously deficient in a number of crucial areas. Over the past few years a coalition of conservatives and political opportunists in the state have struggled to turn the clock back. Led by them, efforts have been made to reinstitute so-called "Hot Cargo" legislation, weaken Labor Code requirements regarding payment of wages to workers and, include the successful effort to weaken the state's historic eight-hour law.

The need for enactment of progressive labor legislation in California is clear. In order to improve and enhance constructive labor-management relations, the California legislature must act, at its next session, to accomplish the following:

1. Establish legislation for the determination of representation and collective bargaining rights for all workers, including farm workers, public employees, and hospital workers, patterned along the lines of an improved National Labor Relations Act.
2. Outlaw the use of professional strikebreakers in California in order to improve the climate for collective bargaining and to prohibit union-busting.
3. Enact a California equivalent of the federal Fair Labor Standards Act, with universal coverage; a minimum wage of \$2.25; a standard workweek of 35 hours; and double time for overtime.

We also urge the state Industrial Welfare Commission, which sets wages and working conditions of women and minors, to speedily enact a wage order covering private household workers. We further urge the Commission to issue wage and

hour standards equal to those needed under a state Fair Labor Standards Act.
Adopted, pp. 21-22.

VII.

AGRICULTURAL LABOR

The past two years have witnessed major breakthroughs in the struggle to organize farm workers, yet the battle to extend industrial democracy to California agriculture has only begun. We pledge our continued support to the farm workers' organizing drives and legislative action to cover farm workers under the National Labor Relations Act and a similar state statute, extend unemployment insurance to farm workers, extend equal coverage under the Fair Labor Standards Act to them, and amend the state's fair employment practices law to cover them.

Farm workers have made substantial progress since the last convention of this Federation. The number of foreign nationals legally admitted temporarily to work in California agriculture has dwindled to a near insignificant number although the number of illegal entrants has greatly expanded and created severe problems. In the field of organizing, following bitter strikes and boycotts, a number of breakthroughs have occurred and collective bargaining contracts now exist with some of the state's largest growers.

Farm worker organization is made exceedingly difficult because farm workers do not have the right, under law, to organize. Faced with recalcitrant growers, their only choice is the strike and the boycott. Moreover, discriminatory federal immigration policies, as typified by the "green card" problem, permit Mexican Nationals to be used as strikebreakers. In addition, lacking the right to organize, farm workers are often at the mercy of local courts which tend to reflect the virulent anti-labor attitudes of the grower community.

Progress has occurred and it must continue. Yet, when measured against the great need for unionization, the struggles of the past few years can only be viewed as the beginning successes in the long overdue fight to extend industrial democracy to agriculture.

Organized labor in California believes that the only solution to the low wages, sporadic unemployment, and other prob-

lems facing farm workers is union organization. We therefore restate our intention to vigorously push programs and activities which will help farm workers in their struggle to organize and bargain collectively with California's corporate agriculture. We cannot rest until organized labor and its many allies successfully help bring farm workers into the mainstream of the nation's economic life.

We specifically support the following action program to bring about this long-sought goal:

1. The National Labor Relations Act be extended to cover farm workers and farm workers be given the right to organize and bargain collectively by state law.
2. Farm workers be covered by the federal Fair Labor Standards Act; the minimum wage be set at \$2.25 an hour; and all other provisions of the Act be equal to those established for other covered workers.
3. Farm workers be covered under this state's unemployment insurance system.
4. The federal government vigorously take the necessary steps to insure that no alien "greencarders" are employed by any grower when a labor dispute has been certified by the U.S. Department of Labor.
5. Programs to provide adequate housing for farm workers be established and implemented on the scale necessary.
6. Health, education and welfare facilities responsive to the real needs of farm workers be created.
7. This state's Fair Employment Practices Act be amended to cover farm workers.

In short, organized labor in California rededicates itself to the struggle to help farm workers organize. In so doing, we salute the valiant efforts made by the farm worker's union and its leaders over the two years since the last convention of this Federation and promise our full-fledged support in the struggles to come.

Adopted, p. 22.

VIII.

CIVIL RIGHTS

Continued racial discrimination and injustice have created a severe domestic crisis that threatens to totally divide society. Only unremitting efforts by labor, business, and

government can move the nation away from this crisis and towards a society based on brotherhood and true equality for all.

Until responsible men in all walks of life become as militant in their demands for equality and justice as the firebrands and revolutionaries are for destruction, racism and grave internal disorder will continue. For it seems clear that unless massive programs are implemented which insure equality of opportunity for all, our country can look forward to increased violence. Although significant legislative progress has been achieved, when matched against the need, it is pitifully inadequate.

The situation is worse than most people care to believe. As the President's National Advisory Commission on Civil Disorders pointed out:

"Our nation is moving toward two societies, one black, one white—separate and unequal . . .

"To pursue our present course will involve the continuing polarization of the American community and, ultimately, the destruction of basic democratic values."

Organized labor deplores racial violence but recognizes that our society has brought about many of these catastrophes through indifference and neglect. Racial discrimination must be vigorously dispelled; it will not simply "go away."

The causes of racial injustice and the explosions that follow are well known. As the President's Commission observed, lack of jobs, lack of adequate housing, lack of education, and white racism are the causes. In short, our society has given precious little encouragement to its minorities. Far too many people believe "tokenism" is sufficient. Organized labor rejects this view, believing that increased violence and divisiveness may come to pass unless tremendous changes are made in the hearts and minds of all men.

The single greatest cause of social unrest stems from unemployment and underemployment of minority groups. It is a demonstrable fact that when citizens have a "stake" in their community everything changes. Unfortunately, pitifully few minority members are in this position. In many of our urban ghettos unemployment rates exceed 25 percent.

When this happened to white America it was called a Great Depression.

When families are forced onto welfare and are financially penalized if they seek gainful employment; when a family of eight or ten is crammed into living space not fit for two; when youths are free to roam the streets and no recreational outlets are provided, let alone jobs, disorder is inevitable.

Despite legislation to the contrary, massive discrimination continues to exist in housing, schools, education, and in the administration of justice. The nation's core cities are becoming jungles while many white families flee to the suburbs leaving the cities financially unable to provide an adequate tax-base to support their own critical needs. Schools are often run-down, under-staffed and unsafe. Youths are told to "get an education" but many of them know that gainful employment will not necessarily follow. Perhaps never before in this nation's history has a particular problem been so thoroughly studied and restudied only to come to the same basic conclusion: discrimination destroys faith in the system first, and the system second.

Nationally, and in California, organized labor strongly supports the following efforts to destroy discrimination in all walks of life:

1. Massive and immediate programs to provide jobs for everyone and ban all forms of job discrimination in practice as well as on paper.
2. Massive and immediate programs to build low-cost housing and eliminate the ghettos.
3. Massive and immediate programs to insure equal educational opportunities for all people.
4. Massive and immediate programs to train, retrain and upgrade the skills of minority group members subject to adequate standards and preserving the existing programs.
5. Immediate action to ban discrimination in the administration of justice.
6. Immediate overhaul and improvement of this nation's social welfare system.

In short, in the words of the resolution on Civil Rights adopted by the Seventh Constitutional Convention of the national AFL-CIO in December, 1967:

"Our goal is true and absolute equality of opportunity throughout America. We shall not rest until we achieve it."

Adopted, p. 22.

IX. HOUSING

(a) Housing needs continued to far outstrip new housing construction as the urban crisis grows and the core cities continue to decay. New housing efforts and programs, as well as adequate funding of the rent supplement and Model Cities programs and mass transit facilities, are needed in order to eliminate urban ghettos and rural slums and improve the social and economic life of low and moderate income families.

Rebuilding the nation's urban areas is crucial to resolving the urban crisis confronting this country. Each year the housing situation worsens as population growth and household formation far outstrip new construction. The national population now exceeds 200 million and will reach 250 million by 1985—with 80 percent of the people living in urban areas.

Yet while the urban population expands, the core cities deteriorate further. In them millions of Americans are trapped by poverty and racial discrimination. The central city has become the ghetto of despair, characterized by crowded schools, poor public facilities, few recreational opportunities and the lack of mass transit.

This situation is intolerable. The federal government must establish a national housing policy for the next 20 years that will eliminate the ghettos, provide good housing for those displaced, and insure that good homes are built for all who need them. While the Supreme Court has now ruled that "fair housing" is the law of the land, specific programs and policies must be implemented to truly end continued de facto housing discrimination.

It must be recognized that despite good intentions, prior federal efforts to cure the nation's housing problems have failed. For example, low-rent public housing for low-income families was initiated 31 years ago, yet only some 600,000 families have been housed. In contrast, there are over 10 million low-income urban families who qualify for and need decent housing. More recently, although Congress enacted a rent supplement program, inadequate funding mocks its good intentions. Similarly, the Model Cities Program, which contemplates comprehensive efforts to solve housing and employment problems, has been inadequately funded.

The Congress has now enacted a new housing program to help hundreds of thousands of low-income families buy homes or rent decent apartments. Organized labor strongly supported enactment of this bill. However, to be successful, this program must be adequately funded.

The federal government must dramatically take the lead in helping to create at least 500,000 units of low-rent public housing a year; insure that adequate funds are available for the rent supplement and Model Cities Program; greatly increase monies for urban renewal programs; take drastic steps to reduce the high cost of money so that more moderate and low-income families can own homes; and take the lead in coordinating metropolitan and regional planning in order that federal, state and local programs dealing with problems ranging from mass transit to open spaces go forward on an equal basis. All these steps are necessary not only to meet the nation's housing needs, but simply to insure that they do not fall further behind already pent-up demand.

(b) Despite the clear-cut need for more homes, California's home industry remains depressed with home construction far below previous levels. The state must provide leadership in revamping the Cal-Vet program and better utilize its credit in order to stimulate home construction and meet state needs.

A few years ago the Governor's Commission on Housing Problems concluded that one-half of California's population is effectively barred from the housing market by excessive land and financing costs. Recognizing this, the Commission made numerous recommendations, among them greater utilization of the state's credit resources to supplement federal housing programs with long-term, low-interest, self-liquidating loans to build low and middle-income class housing and a revamping of the Cal-Vet Program to benefit families less prosperous than the above-average income groups almost exclusively served by the current program. Action on these recommendations is more vitally needed now than ever.

California not only faces many of the same housing problems as the nation, this state, because it is the most heavily urbanized in the country, faces them to an even greater degree. Throughout California, north and south, there are urban

ghettos and rural slums and inadequate housing is the general rule for minority groups and the poor.

Efforts must be made to stimulate the housing market in California without waiting for federal leadership, as important as that is, because of pressing need and because the California home-building industry is severely depressed and there is widespread unemployment in the construction industry.

The extent of the decline in home building construction in California is indicated by the fact that contract awards for housing units last year were far below the 1963 peak even though the state's population rose by two million over this four-year period. In 1967 the number of residential housing units built was only 104,000 compared to 292,000 in 1963. The extreme depression of home building in California the past few years only indicates that the pent-up demand is so serious that it must be met soon or a true crisis will be upon the state.

What is needed in this area, as in many others, is for the state government to provide leadership rather than resistance in developing programs to meet public needs and stimulate low-cost housing. For there is probably no area outside of education where state government can play such a major role in helping the people of California by improving individual family and community well-being.

Adopted, p. 22.

X.

EDUCATION

(a) Public schools are the cornerstone of democracy, yet face many serious problems, particularly in urban areas. The nation's pressing educational needs must be met through greater federal financial support and programs to help the disadvantaged, now heavily concentrated in ghetto schools.

With more than one in every four persons attending elementary and secondary schools or college, organized education permeates the nation. Spurred on by the growth in enrollment at all levels, the federal role in the financing of education, through such programs as the Elementary and Secondary Education Act, the Higher Education Act, the Vocational Education Act, and the "Cold War" GI Bill, has become truly significant. Yet it

is clear that much must be done to improve the quality of education and to insure that its benefits are widespread.

Core city schools are often substandard. Most have failed to reach and teach the children to whom they are responsible. An unhappy indication of this fact is that actual declines have occurred in the IQ's of minority group children attending core city schools.

Such schools must be greatly improved and revitalized to compensate for the restrictive housing patterns and discrimination that have made them substandard. For while major efforts to break down de facto school segregation are needed, emphasis also must be placed on immediately providing quality education within ghetto schools.

In all these cases the role of the federal government looms large. The Head Start Program, for example, must be expanded from a few weeks of intensive summer activity to a regular year-round program. The Teacher Corps, throughout its short history already a proven success, must also be expanded, along with effective programs to upgrade the skills of teachers in ghetto schools.

It must also be recognized that education is a life-long process and that greatly expanded higher education programs are required. The needs are twofold: basic education for adults with inadequate prior education and post-university work for those recognizing that a college degree does not signal education's end.

All of these efforts require money not now being spent on education. Only the federal government has the taxing power to fairly meet the nation's growing educational needs because virtually every city and state now faces financial crises caused by regressive tax systems and a limited tax base.

Recognizing this, organized labor reaffirms its support of federal partnership in the financing of education at all levels, from pre-kindergarten through adult education.

(b) California's educational system, particularly in the field of higher education, faces severe difficulties caused in large part by an unsympathetic state administration that has emphasized budget cutbacks, imposition of tuition, and political meddling.

California can only attract the qualified teachers needed by adopt-

ing progressive educational programs and policies, including tax reform, enactment of teacher collective bargaining rights, expansion of adult education programs, and adoption of programs to expand the educational opportunities of low income and minority youths.

As California's population continues to grow rapidly, the problems of attracting and retaining competent teachers and staff increase. These and other problems facing the state's educational system cannot be overcome until schools become truly democratic institutions. This means that administrators, the general public and teachers must be partners in educational planning and decision-making. Teachers must share in decision-making for their welfare, the welfare of the community and the welfare of the students. While the growth of teacher unionism in California has acted to promote more democracy in education, legislation granting teachers true collective bargaining rights must be enacted in order to turn this promise into reality.

Related to this, one of the top priorities in education is the development of realistic curricula and textbooks in the social studies field. Today only a relative handful of available textbooks adequately portray the history and role of organized labor and minority groups in American society; this situation must be corrected.

In the higher education field, the massive budget cuts and the imposition of tuition at the University of California are backward steps that not only have created turmoil and confusion, but also threaten our state's preeminence in higher education among the states. At a time when educational opportunities need to be expanded, tuition will mean many young people from low income families will be unable to attend the University of California.

Moreover, it is clear that the orderly process of higher education has been continually disrupted over the past two years by external forces and political meddling. The combination of meddling, budget cuts, program cutbacks, and cancelled classes work to create a climate in which new and innovative ideas are suppressed and able, dedicated teachers leave or never enter the state.

Organized labor rededicates itself to the belief that high quality education

must be available to all. In this regard we support:

1. Adoption of annual budgets that meet educational needs; this means, with enrollments steadily rising at all levels, realistic budget increases rather than cutbacks.
2. Enactment of legislation extending collective bargaining rights to teachers.
3. Greater financial support for programs aimed at equalizing educational opportunities and services for all segments of society, particularly the culturally and economically disadvantaged.
4. Uniform adoption of textbooks at all grade levels from kindergarten through high school. This could cut textbook costs 25 to 30 percent.
5. Expansion of adult education and labor extension programs.
6. Adequate portrayal of the history and functions of the labor movement and minorities in textbooks.
7. Opposition to all efforts to impose or increase tuition or "fees" at the University of California and the state colleges.
8. Continued efforts to thwart takeovers of local school boards by ultra-conservatives.

Finally, it must be recognized that re-vamping of the state's tax structure, by placing greater reliance on progressive taxes, rather than regressive taxes, cigarette and property taxes, is necessary, if the recurrent problems of school finance are to be overcome. Also, trade union representatives must play a major role in the continued development of the public schools and colleges, including school programs in the vocational education field.

(c) Recognizing the many benefits of labor education and scholarship programs, California labor rededicates itself to the support and expansion of such programs throughout the state.

One of the best means of helping trade unionists broaden their educational experiences is labor education programs. Likewise, many children of low income and trade union families have attended college because of union-sponsored scholarship programs. In this regard, this Federation's Annual Scholarship Awards Program, greatly expanded in recent years, has made a marked contribution.

It has helped many youth attend the college of their choice, and has helped disseminate information concerning the labor movement and its goals. We therefore reaffirm our support of the Federation's Annual Scholarship Program and labor education programs.

Adopted, pp. 22-23.

XI.

SOCIAL SECURITY

A national health insurance system financed by worker, employer, and government contributions is needed to assure that every citizen receives adequate health services.

To meet the needs of the elderly and disabled, social security benefits must be increased at least 50 percent, with special attention directed towards raising the minimum payment; disability recipients must be covered under medicare; a flexible zone of retirement between ages 60 and 65 must be established and the number of "drop-out" years increased.

Organized labor continues to strongly support major improvements in this nation's social security program which has meant so much to its beneficiaries and has played a major role in building economic stability. Although some improvements were made by the last Congress, they were long overdue; the 13 percent increase in benefits fell far short of meeting demonstrable needs. The minimum payment dooms those who receive it to a life of poverty.

The taxable wage base should be increased to at least \$15,000 in order to cover the percentage of wages taxed at the start of the program over 30 years ago. This would allow for increased benefits generally and particularly for wage earners in the upper income brackets whose benefits are now determined on a relatively small percentage of their earned wages.

Workers, who because of age or chronic illness, cannot successfully compete for gainful employment, should be eligible for benefits at age 50. Also, workers receiving disability benefits are not covered by Medicare, yet no group is more in need of such coverage.

Medical and hospital costs are now rising at an extremely rapid rate. Yet medical care has not improved; instead, the providers of health care have become wealthier. In order to insure that costs are commensurate with the quality and quantity of health service rendered, an

advisory committee should be appointed to study the Medicare program and make necessary recommendations as conditions dictate.

Persons between the ages of 60 and 65 should be able to retire at less than a full actuarial reduction of their benefits. In order to guard against low retirement benefits, the number of "drop-out" years (now five) should be increased to eliminate those years of low earnings due to unemployment, low earning ability, or illness from the benefit calculation.

Accordingly, organized labor in California strongly supports the following program of the national AFL-CIO:

1. Creation of a national health insurance system financed on a tripartite basis by workers, employers, and the federal government.
2. An overall increase in social security benefit payments of 50 percent and further equitable adjustments upward from time to time.
3. A major increase in the minimum payment under social security.
4. An increase in the taxable wage base to \$15,000.
5. Supplementing the social security payroll tax, scheduled to be 4.8 percent in 1969, and eventually to rise to 5.8 percent, by monies from general revenue.
6. Modification of the harsh definition of disability.
7. Medicare coverage for all now receiving disability benefits.
8. Review of the costs of the medicare program.
9. Establishment of a flexible zone of retirement between 60 and 65. Benefits should be allowable at age 60 at less than a full actuarial reduction.
10. An increase in the number of "drop-out" years in the benefit formula (presently five years).

Adopted, p. 23.

XII.

SOCIAL WELFARE

The millions of people in poverty, many of them receiving public assistance, live out their lives largely forgotten by the nation's more affluent majority. The fact is present public welfare efforts have been a failure. They must be revised, from top

to bottom, with programs having national standards based on one criterion: need.

Despite general prosperity at least 30 million people continue to live in poverty. The nation's many social welfare programs were devised to help these people. Despite steady growth, however, public welfare reaches fewer than one-fourth of the poor and those receiving aid get an amount insufficient to meet their minimum needs.

The role of public welfare is clear: it is intended to help those in need. Its function is not to punish and degrade the poor or create a sub-class of public welfare recipients. Yet it has failed to provide adequate income maintenance for those in need. The fact is, public assistance needs to be drastically overhauled.

Organized labor is particularly concerned with and opposed to some of the amendments attached to last year's social security bill. Provisions requiring all mothers under the Aid to Families with Dependent Children program to work or be enrolled in a training program regardless of their background, work history, or other factors, and the freeze on the number of AFDC children are vindictive measures that must be changed.

Specifically, we support a major overhaul of the nation's social welfare system, including action to achieve the following specific goals as outlined by the national AFL-CIO:

1. A national minimum standard for public assistance payments below which no state can fall.
2. A comprehensive program of public assistance based on only one criterion—need.
3. A uniform plan for federal-state sharing in the costs of all public assistance programs which would provide for equitable and reasonable efforts by the states but would recognize the relatively strongly fiscal capability of the federal government.
4. Recognition that social services must be readily accessible to all those in need at all times and that welfare programs receiving federal or state funds must be administered consistently with the principle that welfare is a right, not a handout.
5. A greatly expanded "food stamp" program and special programs to provide school lunches for needy children.

In addition, organized labor wholeheartedly supports efforts and programs that focus new approaches to providing adequate income maintenance for those in need while creating a feeling of dignity and purpose rather than second-class citizenry.

Adopted, p. 23.

XIII. FOREIGN POLICY

We condemn the dastardly armed invasion of Czechoslovakia by the Soviet Union. We support the United States' policy in Southeast Asia and the need for adequate strength to deter and defeat any aggressor.

We proclaim that in an unsettled world torn by crisis, poverty, war, and disease the building of a durable peace must be a national preoccupation. The United States, as one of the world's strongest democratic nations, and other free democratic nations, must provide the necessary leadership in charting a course for free people that will make freedom and democracy meaningful words throughout the world.

Organized labor in California reaffirms its strong support of the foreign policy positions of the national AFL-CIO.

In furtherance of organized labor's belief in the necessity of international peace, cooperation, and understanding, the California Labor Federation supports the national AFL-CIO's foreign policy positions, including the following:

1. We condemn the dastardly armed invasion of Czechoslovakia by the Soviet Union and its satellites. The aggression violates every principle of human decency and repudiates the United Nation's Charter, and the Soviet Union's treaty agreements.
2. We reaffirm our continued support of this nation's policy in Southeast Asia, including support of the Paris peace talks and the President's efforts to end the war in Vietnam on an honorable basis with assurance that the Vietnamese people have the right of self-determination.
3. Adequate military strength to deter and defeat any aggressor.
4. The only realistic hope for lasting, constructive peace is through the United Nations. Despite its many problems, the U.N. has done an excellent job over the post-war years. We pledge our opposition to all

seeking to destroy the world order, including those persons and groups who delight in making illogical attacks against the U.N. within this country.

5. Recognition that greater cooperation across-the-board is necessary between the United Nations and its allies in order to create a better climate for democracy and to deter aggression.
6. We support all efforts to prevent the further spread of nuclear weapons and to reduce nuclear weaponry and thus diminish the arms race.
7. Recognition that one of the best means of achieving our international goals is to secure for all citizens of this nation true equality of opportunity as outlined in the Statement of Policy on Civil Rights.
8. Continued and even increased foreign economic aid is essential in helping less advanced countries better their economies. However, such countries must undertake social reform programs if they are to build democratic societies in the long run.
9. Support of United Nations' supervision of free elections in disputed areas believing this is the best way to peaceably resolve international conflicts.
10. Recognition that the growth of democratic institutions in areas such as Latin America has followed an up-and-down course, and the serious economic, social, and political problems confronting the Latin American nations can be solved by placing top priority upon internal reform in order to achieve meaningful income redistribution, land reform, and the reduction of poverty.
11. Support for continued expansion of international trade on a reciprocal basis including adoption of effective and workable trade adjustment assistance mechanisms and federal government action to thwart unfair competition from abroad such as "dumping." In this regard, the federal government must encourage the use of U. S. owned ships in the conduct of foreign trade.
12. Continued support for strengthening of the International Confederation of Free Trade Unions, recognizing that free trade unions historically have been the major opponents of totalitarianism.

Adopted, p. 72.

XIV.

NATURAL RESOURCES

The nation's natural resources are threatened by special interest groups seeking short-run gains at public expense. Organized labor pledges its support of an overall natural resources policy that includes combating air and water pollution. In California we pledge continued support of federal reclamation law, viewing it as an excellent means to plan the state's future development.

Organized labor has long supported programs to preserve natural resources against misuse and exploitation, believing they must be developed, managed, and conserved for the long-run good of all rather than the short-run benefit of special interest groups. A natural resources policy is needed to preserve and enhance the physical surroundings while providing full employment. Such a policy would enlarge opportunities for outdoor recreation and halt the dangerous pollution of air and water.

The federal government must promote long-range planning and development efforts at all levels of government in order to acquire recreational land, particularly in and around urban areas, and to curb speculation in land values which work to destroy natural amenities. In this regard, federal reclamation law would be a useful regional planning instrument.

Organized labor has long supported effective measures to reduce the dangers of air and water pollution. Yet, polluted streams, lakes, bays, and skies have become more prevalent with each passing year. While recent legislation amending the Federal Water Pollution Control Act and enactment of the Clean Air Act are notable steps in combatting air and water pollution, new and increased efforts must be made to develop facilities to handle and treat municipal and industrial wastes. The federal government must work to insure that foot-dragging by local government does not occur, that there is strong enforcement, and that there are meaningful air and water quality standards. In this connection, we oppose special tax or other benefits to cover the cost to industry of controlling air and water pollution, believing it unfair to reward those who have polluted air and water with tax incentives to correct

their wrongdoing.

Organized labor again reiterates its belief in the need to preserve and strengthen federal safeguards against monopoly in the natural resources field. We deplore the continued lack of enforcement by the U. S. Department of the Interior of the excess land provisions of federal reclamation law, believing that the general public rather than well-entrenched large landholders—who are forever seeking greater economic and political power at the taxpayers' expense—should receive the benefits of water projects constructed under federal and state auspices.

It must be recognized that large-scale corporate agriculture, in combination with allies in some banks and manufacturing concerns, have spearheaded the continuing effort to deny farm workers equal treatment under federal and state law and also continue to oppose necessary social insurance legislation and other programs that benefit all Californians.

Specifically, we believe that federal reclamation law should be amended to provide that no money shall be appropriated to build any water delivery system until all excess landowners (over 160 acres for any individual; over 320 acres for man and wife), sign recordable contracts agreeing to sell their excess holdings. Such excess land should be acquired by the Department of the Interior at pre-project prices in order to bring the land within the financial reach of small farmers.

We also support federal reclamation law as a means for planning the orderly future development of California, recognizing that reclamation law provides an opportunity for government to establish conditions assuring planned growth along with the conservation of land and water. The federal government, in concert with the state, could create land banks to protect extensive agricultural acreage from the onslaught of crude, speculative market forces. Vast open spaces and agricultural greenbelts could thus be preserved and urban sprawl controlled.

We reaffirm the sound principles of water development set forth in previous statements of policy adopted at conventions of this Federation, recognizing that in the long-run California's water and power development problems can only be solved through a coordinated, basin-wide approach transcending individual state boundaries and pursued in cooperation with the federal government.

Adopted, p. 72.

XV.

CONSUMER PROTECTION

The past two years have witnessed a number of long - overdue breakthroughs in the consumer protection field at the national level, although an opposite trend now exists in California. Major expansion of consumer education programs remains necessary, however, and legislation to protect consumers in the insurance, drug, health, and food inspection fields is sorely needed.

Great progress has occurred in the field of consumer protection over the past two years, with Congress enacting truth-in-labeling and truth-in-lending legislation, a Meat Inspection Act, the National Commission of Product Safety, and favorable amendment of the Flammable Fabrics Act. As important as these achievements are, however, further advances are necessary at the national level and attempts must be made to reverse the anti-consumer attitudes prevailing in the state legislature and the administrative agencies under the direction of Governor Reagan.

Recognizing that union members are California's largest organized consumer group and have an important stake in legislation protecting the buying public, we reaffirm our belief in the need for adequate consumer protections in all areas to insure that wage earners spend their hard-earned dollars on products and services giving full cash value.

Specifically, we support the following consumer protection programs as recommended by the national AFL-CIO:

1. Legislation providing for the effective inspection of poultry and fish.
2. Amendment of the federal truth-in-labeling law to replace the voluntary procedures for setting the weight and quantity standards of packaged products with mandatory provisions.
3. Legislation prohibiting distribution of unsolicited credit cards by banks and other businesses.
4. A general investigation into all aspects of the insurance industry aimed at enacting legislation curbing the many existing abuses and bringing the entire industry under federal regulation. A thorough review of the present method of handling automobile insurance premiums and cancellations is particularly needed.
5. Legislation curbing the excessive cost of prescription drugs is necessary, including encouraging physicians to prescribe drugs by generic rather than brand names.
6. The federal Food, Drug and Cosmetic Act must be amended to insure that all drugs sold for human use meet prescribed standards of safety and quality and that cosmetics have been adequately tested for safety before public sale. To this end, drug manufacturers should be licensed by the federal Food and Drug Administration.
7. An investigation, nationally and at state level, of the ever-spiraling cost of medical care, particularly in hospitals, which has made it difficult for unions to improve the quality of health care covered under collective bargaining. In this regard, more adequate provision for the consumer interest in the health field is needed, particularly as it applies to comprehensive health facilities and program planning.
8. Establishment of a federal cabinet-level position for consumer affairs is needed in order that effective representation of the consumer point-of-view be heard at the highest levels of government.

We reaffirm our support for strong consumer education programs, including expanded efforts to disseminate consumer information to all. The California Office of the Consumer Counsel must be adequately funded and direct itself to the job of protecting consumers rather than acting as a shield for special-interest groups.

In short, this Federation reiterates its strong belief that unstinting efforts in behalf of consumers are in the best interests of everyone and that in addition to the above goals, other new and innovative programs must be explored to make certain consumers are afforded lasting protection against inferior products, misrepresentation, and other deceptive practices.

Adopted, p. 72.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, made the following recommendations regarding the propositions which appeared on the November, 1968, general election ballot:

Proposition No. 1

Digest: Constitutional Revision. Repeals, Amends and Revises Portions of the Constitution.

No Recommendation

Assembly Constitutional Amendment No. 30—Repeals, amends and revises various provisions of the state's Constitution relating to schools, state institutions and public buildings, cities and counties, corporations and public utilities, water use, state civil service, future constitutional revisions, and other matters. Allows the Legislature to provide that the Superintendent of Public Instruction be chosen by some method other than direct election by the people and also allows the Legislature to increase the membership of the Public Utilities Commission.

This amendment to the Constitution, if adopted, will complete the second of three phases of the work of the California Constitutional Revision Commission which was created in 1962 to update and modernize the California Constitution.

Recommendation adopted, p. 79.

Proposition No. 2

Digest: Provides that Publicly Owned Property Located Outside Boundaries Shall be Assessed According to Prescribed Formula and Specified Conditions.

Recommendation: Vote YES

Senate Constitutional Amendment No. 10—Provides that after 1968 lands located outside of the county, city and county, or municipal corporation owning the same, which were taxable when acquired, shall be assessed in accordance with prescribed formula based on total population and assessed value in the state, and assessment also shall be subject to other specified conditions and presumptions.

The purpose of this amendment is to insure that public land owned by one municipality but located in another will not be taxed at exorbitant or unfair rates.

Recommendation adopted, p. 79.

Proposition No. 3

Digest: Bonds to Provide State College, University and Urban School Facilities.

Recommendation: Vote YES

SB 705—Provides for a bond issue of \$250 million, with \$200 million to be used for higher education facilities and \$50 million for renewal and rehabilitation of urban schools.

With the rapid growth of the state and the great increase in the population of persons of school age, the bond issue is necessary if school facilities are to keep pace with the growth in enrollments.

Recommendation adopted, p. 79.

Proposition No. 4

Digest: Personal Income Taxes. Legislation may provide for reporting and collecting California personal income taxes by reference to laws of the United States. Prohibits change in state rates based on future federal rates.

Recommendation: Vote YES

Senate Constitutional Amendment No. 18—Provides that the legislature may provide for reporting and collecting California personal income taxes by reference to provisions of present or future laws of the United States and may prescribe exceptions and modifications to any such provisions. It also prohibits any change in state personal income tax rates based on future changes in federal rates.

This amendment is solely an enabling act that would allow the Legislature, for example, to bring state income tax return forms and computations into closer conformity with those of the federal government.

Recommendation adopted, p. 79.

Proposition No. 5

Digest: Authorizes Legislature to insure or guarantee loans for construction, improvement, or repair and for purchase of original equipment of specified hospital and other facilities.

Recommendation: Vote YES

Senate Constitutional Amendment No. 28—Would authorize the Legislature to insure or guarantee loans to non-profit corporations and public agencies for the construction, improvement and/or repair of any public or non-profit hospital and other specified facilities and for the purchase of original equipment for such facilities.

This amendment, by guaranteeing the state's credit behind the issuance of bonds of private non-profit hospitals, would aid in the construction of new hospital facilities in the state.

Recommendation adopted, p. 79.

Proposition No. 6

Digest: Insurance Companies. Gross Premium Tax. Permits Legislature to exclude from base of gross premium tax premiums paid on specified contracts providing retirement benefits.

Recommendation: Vote NO

Assembly Constitutional Amendment No. 34—Would permit the Legislature to exclude from the base of the gross premium tax on insurance companies, those premiums on contracts providing for retirement benefits for persons employed by public schools, public educational institutions of collegiate grade, or school or non-profit organizations engaged in scientific research.

This resolution would provide for an exemption from the state's gross premium tax and would mean the burden of such taxation would ultimately have to be borne by other taxpayers.

Recommendation adopted, p. 79.

Proposition No. 7

Digest: State Funds. Legislature may provide that money allocated from the State General Fund to any county, city and county, or city may be used for local purposes.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 20—Provides that the Legislature could provide that money allocated from the State General Fund to any county, city or county, or city could be used for local purposes.

This would permit local governments to use state funds for purely local purposes, as well as state prescribed purposes, including state cigarette and fuel tax funds.

Recommendation adopted, pp. 79-80.

Proposition No. 8

Digest: Apportionment of Local Sales and Use Tax. Legislature may authorize entities to apportion sales and use tax revenues collected for them by state, if approved by voters.

No Recommendation

Assembly Constitutional Amendment No. 36—Would provide that the Legislature may, by general law, authorize counties, city and counties, and cities to contract to apportion between themselves revenues derived from the sales or use tax imposed by them which is collected by the state provided the voters of each local entity approve the contract by majority vote. The contract may provide that the recipient of funds pursuant to such contract may use such funds for the same purposes as its own revenues.

Recommendation adopted, p. 80.

Proposition No. 9

Digest: Taxation. Limitation on Property Tax Rate. Provides formula limiting total ad valorem tax burden on all property after July 1, 1969.

Recommendation: Vote NO

Initiative Constitutional Amendment—Provides that total ad valorem tax burden on all property would be limited after July 1, 1969, to one percent of the market value for property related services (defined as all costs except those for education and welfare) plus 80 percent of base cost of people related services (defined as the costs of education and welfare); with the percentage of the base cost for people related services reduced 20 percent annually and eliminated after July 1, 1973. Limitations may be exceeded to the extent specified to pay existing and future bonded indebtedness. Thus, after July 1, 1973, the total cost of education, at all levels, and welfare would be borne by the state government.

This constitutional amendment if adopted, would greatly reduce the taxes paid by property owners because it would place a limit of one percent of market value on such a tax. However, the amendment would not aid renters because the reduction in property taxes would not automatically be passed on to tenants and would also provide windfall profits to large landowners and land speculators—the groups with the most to gain if this amendment is adopted. Further, because of a provision in the amendment limiting the issuance of bonds, construction of new facilities in such fields as home building, rapid transit, hospitals, education, the state water project, and others could be curtailed or halted.

The need for property tax relief is well recognized. Yet this amendment if adopted, because of its broad-brush, indiscriminate approach, could have disastrous consequences for all Californians.

Recommendation adopted, p. 80.

RESOLUTIONS

Increase Workmen's Compensation Benefits

Resolution No. 1—Presented by Calif. State Council of Carpenters, San Francisco.

Whereas, Workmen's Compensation benefits in the State of California have seen no increases voted by the Legislature since 1961 in the case of temporary disability payments, and 1959 in the case of permanent disability payments; and

Whereas, The rising cost of living, the ever increasing average hourly earnings of industrial and construction workers and the maintenance of general living standards for injured workers and their families make California Workmen's Compensation rates totally inadequate to meet the needs that the law was designed to meet, to wit, the maintenance of the injured worker and his family at an income level sufficient to permit him to meet his living needs and maintain his family; and

Whereas, California at one time was a leading state in replacing wage loss for earning workers and is now trailing far behind other industrial states; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urge the next session of the State Legislature to increase Workmen's Compensation benefits in all categories, permanent disability, temporary disability and death benefits, to levels which are realistic and which replace the earning power of the injured worker on an equitable basis; and be it further

Resolved, That the minimum objective of Workmen's Compensation benefits should be to replace for the injured worker and his family sixty-five percent of his gross wages during this period of disability, whether it be permanent or temporary. In the case of death benefits, they should be designed to sustain the widow and minor children during their period of minority on an economic level commensurate with the economic level that the deceased worker would have enjoyed, had he not met death in an industrial accident.

Referred to Committee on Legislation.
Adopted as amended, p. 56.

Resist Attack on Workmen's Compensation

Resolution No. 2—Presented by Calif. State Council of Carpenters, San Francisco.

Whereas, At the 1967 Session of the Legislature employer and insurance groups sought to secure the passage of legislation designed to remove from the Workmen's Compensation Act of this state provisions relating to the rights of injured workers under the Workmen's Compensation Law that had been in the law since its passage; and

Whereas, These provisions would have sought to carve out the specific diseases such as heart disease, cancer and emphysema from coverage of the Workmen's Compensation Act, and would have also attempted to establish a principle that the employer is not responsible for all of the injury that the worker suffers while in his employ, as a result of an industrial injury and would have further reduced actual cash permanent disability benefits in a substantial number of injury cases; and

Whereas, These attempts to undermine the Workmen's Compensation program of our state were defeated through the united efforts of Organized Labor and other groups joining in the battle; now therefore be it

Resolved, That this Convention of the California Labor Federation, AFL-CIO, call upon the entire Labor Movement of the State of California to join hands again in an effort to fight off the attempts on the part of employer and insurance groups to undermine, undercut and reduce the Workmen's Compensation program in this state to the detriment of injured workers. The fight must be carried on to increase benefits and improve the Workmen's Compensation program, and an effort to reduce benefits and reduce coverage must not be permitted to pass.

Referred to Committee on Legislation.
Adopted, p. 56.

Restrain E.B.M.U.D.

Resolution No. 3—Presented by Calif. Pipe Trades Council, Oakland.

Whereas, The East Bay Municipal Water District supplies water to a large part

of Contra Costa and Alameda Counties; and

Whereas, The above named District, commonly referred to as E.B.M.U.D., is partially supported by taxes levied on the property owners of the area it serves; and

Whereas, E.B.M.U.D. is a monopoly and has no competition, and water users in the District served by E.B.M.U.D. are captive customers; and

Whereas, It has never been the intent that E.B.M.U.D. would compete with private business and/or organized labor; and

Whereas, E.B.M.U.D. has been and is now engaged in competition with private business and organized labor in their installation of new and relocated water pipe lines; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record as requesting our representatives in the State Legislature to initiate and actively push legislation that would effectively restrain E.B.M.U.D. from installing new or relocated water pipe lines.

Referred to Committee on Legislation.
Filed, p. 106.

Licensing Fire Protection Installers

Resolution No. 4—Presented by Calif. Pipe Trades Council, Oakland.

Whereas, The State of California has customarily required that various Building and Construction Tradesmen be licensed in the interest of public welfare; and

Whereas, Fire protection installations are designed for the protection of life and property and in the public interest; and

Whereas, Faulty or incompetent design and installation would be a definite and dangerous threat to public safety by reason of a feeling engendered by false security; therefore be it

Resolved, That this Convention of the California Labor Federation, AFL-CIO, go on record, requesting our elected Legislators to prepare and present legislation that would require the examination and licensing of properly trained installers of fire protection systems and installations; and be it further

Resolved, That legislation require an Examining Board for the examining and licensing of fire protection installers, this Board to consist of an equal number of persons made up of the fire protection contractor, the fire protection installer and public member or members, not exceeding nine.

Referred to Committee on Legislation.
Adopted, p. 106.

Training Fire Protection Installers

Resolution No. 5—Presented by Calif. Pipe Trades Council, Oakland.

Whereas, California does not presently have a law requiring the licensing of sprinkler fitters in the fire protection industry; and

Whereas, The designing, engineering, installing and maintenance of such systems require a complexity of exacting standards, training and skill; and

Whereas, The installation of fire protection systems is for the purpose of public safety and the preservation of life and property; and

Whereas, Fire protection systems must be properly installed by competent and responsible installers, so that possible malfunctioning would be limited to an absolute minimum; therefore be it

Resolved, That this Convention of the California Labor Federation, AFL-CIO, go on record requesting our elected Legislators, in the interest of public safety and welfare, to prepare and present legislation requiring and guaranteeing that any person designing, engineering, installing or maintaining any fire sprinkler or protection system for the ultimate purpose of protecting life and property be properly trained and require a state license duly issued by the proper authorities of the State of California.

Referred to Committee on Legislation.
Adopted as amended, p. 106.

Israel and the Histadrut

Resolution No. 6—Presented by Clothing Workers of America, Calif. Joint Board, Los Angeles.

Whereas, The California Labor Federation, AFL-CIO, at its Seventh Convention deplores the continuation of the Arab-Israel war, which has diverted the resources of the people of the Middle East from economic and social development; has prolonged the homelessness of hundreds of thousands of persons; and has prevented economic growth and the raising of living standards; therefore be it

Resolved, Bearing these factors in mind, that the California Labor Federation, AFL-CIO, call for an Arab-Israel peace. Further, we believe that direct negotiations between the indigenous parties is the best means to facilitate a durable peace.

The ultimate condition of peace in the Middle East is the willingness of Arab leaders to recognize that Israel exists.

We call upon our government to re-

affirm unequivocally and with utmost clarity its determination to fulfill its pledged commitments to the State of Israel which have existed since 1948 and to support by all necessary means Israel's struggle to exist, to be recognized and accorded the respect of sovereignty by its neighbors; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urge adoption of the following elements in a peace settlement:

a. Agreement by the Arab states to recognize the territorial integrity and sovereignty of Israel.

b. Freedom of navigation by all nations through international waterways, such as the Suez Canal and the Straits of Tiran.

c. Agreement by all parties for secure and recognized boundaries.

d. Measures providing for a graduated de-escalation of the portentous arms race.

e. A just solution of the problem of the Arab refugees which will spur their rehabilitation and resettlement in lands where there is economic opportunity, with the assistance of all nations directly concerned.

f. Continued provision for access of all faiths to the Shrines of Jerusalem.

A realistic American policy requires the Administration to counteract Soviet military assistance to the Arab states by providing Israel with military equipment which will enable her to deter aggression.

We believe that it is in the national interests of the people of the Middle East and both the U. S. and the U.S.S.R. to terminate the Cold War in the Middle East.

The existence of the Cold War has been detrimental to the social and economic progress in the Arab world as it has led to the maintenance in power of reactionary local rulers and military regimes.

We therefore recommend the following measures to create greater possibilities for peace in the Middle East.

1. A Soviet-U. S. agreement to discontinue the arms race in the Middle East and to reduce military rivalries in the area.

2. A Soviet-American guarantee of the territorial arrangements agreed to by states within the Middle East.

3. We believe that economic and technical aid given and administered by in-

ternational agencies is preferable to unilateral assistance.

We must never lose sight of a major problem of the Middle East. That problem is the inability of its peoples to utilize their resources of land, oil and water efficiently and in cooperation with one another. The California Labor Federation, AFL-CIO, therefore, calls for technical and developmental assistance, including nuclear de-salting, which will improve the opportunity for growth and stability and provide the basis for peace in the Middle East.

The California Labor Federation, AFL-CIO, expresses its solidarity with Histadrut, our sister trade union in Israel, which has done so much in building a truly democratic state in Israel.

Referred to Committee on Resolutions.
Adopted, p. 80.

Support Merchant Marine Program

Resolution No. 7—Presented by Seafarers Int'l. Union, San Francisco.

Whereas, Over the past several years there has been a growing awareness on the part of the American public of the deplorable state of the nation's merchant fleet and the need for a positive program for its revitalization, and this awareness has been generated in a considerable degree by the efforts of organized labor in the maritime trades and with the assistance of the national AFL-CIO, which has been consistently urging that the commerce and defense of the United States require an adequate, balanced U. S. flag fleet; and

Whereas, The need for action and for legislation that would produce a long-overdue, badly-needed new maritime program is evident. In the past 20 years, this country has slipped from first to sixth place among the world's maritime leaders in terms of shipping, and from first to 16th place in terms of shipbuilding. Right now, when this nation is concerned over the mounting deficit in the balance of payments, U. S. flag ships are carrying only 5.6 percent of this country's export-import cargo. It has been pointed out by the trade union movement, by members of Congress, and by other qualified groups that if American vessels carried but half of our foreign commerce, the payments deficit could be eliminated without resort to any other devices. In view of the profound importance of our merchant marine; therefore be it

Resolved, That this convention of the California Labor Federation, AFL-CIO, go on record in support of a strong mer-

chant marine program that will provide us with an adequate, balanced fleet and a positive shipbuilding program geared to the principle of maintaining an American-built, American-owned and American-manned merchant marine; and be it further

Resolved, That a copy of this resolution be forwarded to Rep. Edward A. Garmatz, Chairman of the House Merchant Marine and Fisheries Committee, and to Senator E. L. Bartlett, Chairman of the Merchant Marine Subcommittee of the Senate Commerce Committee.

Referred to Committee on Resolutions.
Adopted as amended, p. 62.

Landrum-Griffin in N.M.U. Case

Resolution No. 8—Presented by National Maritime Union, San Francisco.

Whereas,

1. On April 24, 1968, Judge Motley handed down a decision in Federal District Court setting aside the 1966 elections of the National Maritime Union and ordering the U. S. Department of Labor promptly to supervise a new election in the Union.

2. There was no finding by the court of any wrongdoing by any Union official in the conduct of the election. The decision against the Union was based solely on the court's judgment that certain amendments to the NMU Constitution and procedures of the Union—all of them properly adopted by secret ballot referendum of the NMU membership—were in violation of the section of Federal Labor Law known as the Landrum-Griffin Act. The sections of the NMU Constitution challenged by the court provided (a) that candidates for one of the top eight national offices in the Union must have prior service in some union office, either at national or local port levels; (b) that the lowest official post in the Union, that of port patrolman, should be appointive rather than elected; and (c) that members must cast their ballots in polling places officially designated by the Honest Ballot Association, with no provision for absentee ballots.

3. NMU has appealed the court's decision to higher court in order to eliminate a precedent which can be damaging to the rights of free trade unions in particular and to democracy in general. At the same time, NMU has made clear its readiness to immediately conduct a new election on the terms set by the court, without awaiting the outcome of the appeal. As a matter of fact, NMU has repeatedly called on the Secretary of Labor

to act "promptly" as ordered by the court. The Union is anxious to get the court-ordered election under way promptly in spite of its disagreement with the court's decision, because NMU is faced with two major battles on which the well-being and security of its members depend: one, negotiations which must be completed by next June for new contracts affecting the majority of the U. S. merchant marine; and two, the continuing battle for a positive government policy to stem the disastrous decline of the U. S. merchant marine.

4. The Labor Department has delayed acting on the election on a variety of excuses. Instead, according to a bill of particulars presented by the Union, it has used the court's decision as a license for meddling and interference in Union matters that have no connection with the case at hand, including even interference in the Union's relations with contracted employers.

5. At the time the Landrum-Griffin Act was before Congress, organized labor warned that the broad ill-defined powers which it gave the Labor Department could be used unfairly to intimidate unions and to interfere with their ability to carry out legitimate responsibilities for the protection of their membership. The extent of the Labor Department's powers over unions and vagueness of the restraints on the use of those powers, as contained in the Landrum-Griffin Act, endow this government agency with virtual power of life or death over trade unions, a condition we prefer to associate with Iron Curtain countries, not with our own democracy. The experience of NMU, among other unions, is testimony to the soundness of organized labor's warnings. What is happening to NMU in this case can happen to any union and therefore it is a threat to all unions.

6. Organized labor also warned that the Landrum-Griffin Act provides incentives and opportunities whereby a handful of dissidents within a union can paralyze the union and nullify the will of the overwhelming majority of the union membership. Such dissident groups can be stimulated, sponsored and supported by forces outside the union for political purposes, for purposes of crime and corruption or for the purposes of union-busting employers. The conduct of the Labor Department in the NMU case confirms this danger; therefore be it

Resolved, By the California Labor Fed-

eration, AFL-CIO, Convention, that

1. We find in the experience of the NMU under the Landrum-Griffin Act as administered by the Department of Labor in this case, a threat to union democracy and to the effective functioning of free trade unions.

2. We call on the Secretary of Labor to initiate without further delay whatever proceedings are necessary to fulfill its responsibilities under the Federal court's order for "prompt" elections in NMU, as the Union has requested.

3. We call on the Secretary of Labor to immediately put a stop to disruptive and harassing activity by any member of the department against NMU under cover of the court's order in this case.

4. Copies of this resolution shall be forwarded to AFL-CIO President Meany and to President Johnson, Vice President Humphrey, Secretary Wirtz, Attorney-General Clark and the members of the House and Senate Labor Committees.

Referred to Committee on Resolutions.
Withdrawn at request of sponsor, p. 23.

Lower Social Security Retirement Age

Resolution No. 9—Presented by Calif. State Council of Carpenters, San Francisco.

Whereas, Older people, who having worked all their lives producing the wealth of our country, deserve a more realistic retirement age than the present 65 years; and

Whereas, Automation is causing increasing productivity and leaving older skilled workers without employment; and

Whereas, The average age of the work force is lower today than when the Social Security Retirement Act was enacted 32 years ago; and,

Whereas, The Social Security Retirement Act is, therefore, not accommodating our nation's needs for a lower retirement age, to make room for our mushrooming population; and

Whereas, Organized labor has gone on record many times in the past to reduce the retirement age, thereby increasing job opportunities; and

Whereas, America, being the most productive nation in the world, utilizes its labor force longer and remunerates it less upon retirement than many of the lesser productive nations of the world; therefore be it

Resolved, That the California Labor Federation reaffirm its resolution to seek a reduction in the Social Security Retirement age and seek to broaden its

coverage to all wage earners.

Referred to Committee on Resolutions.
Adopted as amended, p. 61.

Safety in Plants and in the Woods

Resolution No. 10—Presented by the Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The safety of employees in plants and woods is involved, we urge consideration of the following:

1. Recommend that the California State Council refer to local unions involved where falling of trees is done and where choppers are working in pairs in remote areas, great distances from other workers, the matter of trying to negotiate into their contracts some safety provisions that are not in the Code Book; namely, some form of communication to get help to these men if they should need it, particularly in the event of injury. A simple walkie-talkie would suffice for this purpose.

2. Recommend protection for men who fell trees so that when they feel excessively heavy winds and storms present a hazard to their safety, they can refuse to work without fear of loss of employment.

3. Form plant safety committees in each operation and have the members of such plant safety committees report back to their respective union memberships as to their activities.

4. Recommend that plant safety committees follow up on their prior month's recommendations with respect to safety infractions found on the job.

5. Recommend that any local having a problem with respect to obtaining the services of a Safety Engineer, or in connection with any other serious problem involving safety of members on the job, channel requests for special service through the Labor Liaison Representative of the Division of Industrial Safety, State of California Department of Industrial Relations, Box 603, San Francisco, California.

6. Recommend that lumber and sawmill union officers become active on safety matters in view of the fact that the safety determinations and the Safety Committee meetings are being dominated by non-union representatives and that it has become almost impossible for the union representatives to get any changes in existing safety orders other than those which the management representatives do not oppose.

In this connection we should make certain at all times that a lumber representative, either Lumber and Sawmill or

IWA be chairman or co-chairman of both the Northern and Southern Divisions of the Governor's Safety Committee.

7. When an individual makes a complaint concerning a safety matter in a plant, the Division's Safety Engineers frequently advise the company against which the complaint was made as to the individual who made the complaint thereby creating a job problem for some employees with the result that complaints that otherwise would be filed are not filed. Consequently, either the Division of Industrial Safety should agree to instruct its Engineers that they cannot divulge the source of the complaint to the company, or the Labor Code should be amended by the State Legislature to prohibit Safety Engineers' divulging the source of the complaint.

8. The California Labor Code sections relating to the Division of Industrial Safety should be amended to require that the Safety Engineers consult with the complaining party or organization at the time of inspection and give the complaining party a copy of his report and findings so that the complaining party has knowledge as to the disposition of his complaint; therefore be it

Resolved, By this seventh convention of the California Labor Federation, AFL-CIO, that this organization take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, to accomplish the objectives of this resolution.

Referred to Committee on Legislation.
Adopted, pp. 109-10.

Protection for Piecework Earnings

Resolution No. 11—Presented by the Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The California State Labor Code requires employers to provide employees with the number of hours, gross payroll and deductions for all hourly-paid employees so that the employee can compute his own net earnings; and

Whereas, Some employees in the State of California are required to work on a piecework basis in various industries; and

Whereas, Many employees do not show the basis for computing piecework earnings to the employees and no law requires its showing; and

Whereas, Many piecework employees are unable to obtain the information on which to compute their earnings and therefore have no knowledge as to wheth-

er their earnings are in accordance with the piecework arrangements; therefore be it

Resolved, By this seventh convention of the California Labor Federation, AFL-CIO, that the 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 amend the California Labor Code to require an employer, in cases where an employee is required to work on a piecework basis, to give that employee a record of his daily production at least once each week so that the employee can compute his own earnings.

Referred to Committee on Legislation.
Adopted, p. 106.

Workmen's Compensation Benefits

Resolution No. 12—Presented by the Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, There is a definite need to revise the benefit structure of the workmen's compensation insurance laws to provide more equality as well as additional benefits to injured employees and their beneficiaries; therefore be it

Resolved, By this seventh convention of the California Labor Federation, AFL-CIO, that the Federation take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, to among other things accomplish the following objectives:

1. Increase the total temporary disability benefit to provide that the injured employee receives 75% of his hourly compensation, multiplied by 40, at the time of injury and that such compensation include all compensation earned by or paid to the employee, such as overtime, travel time, board and lodging, reported tips, etc.
2. Amend the Code to reduce the 49 day waiting period to 7 days so that the injured employee under medical care will receive benefits for the first week of disability after one week of disability except that in case of hospitalization such benefits shall be payable immediately from the first day of injury.
3. Amend the death benefits to properly provide for lifetime income for the spouse and dependent children in an amount not less than 75% of the employee's earnings at the time

of injury or death, and that such benefits be continued for the life of the spouse, or in case there are minor children in the absence of a spouse, that such benefits be continued as long as there are children under 21.

4. Provide that the State of California will pay the same benefits to an injured employee where his employer has not properly provided for workmen's compensation insurance coverage.

Referred to Committee on Legislation.
Filed, p. 56. See Policy Statement IV.

Amend Unemployment Insurance Code

Resolution No. 13—Presented by Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The Unemployment Insurance Code was amended to provide that an unemployed person is not entitled to unemployment insurance if he quits or was discharged until he later obtains another job and earns an amount equal to five weeks' benefits; and

Whereas, This new amendment to the Code is harsh and discriminatory in that it does not take into consideration the multiple reasons for terminating a job; and

Whereas, The pre-existing five-week penalty was also inequitable, although less harsh; and

Whereas, The law should recognize that there are many reasons for termination of a job which may be beneficial to society as well as to the individual in the long run; and

Whereas, An employer does not suffer from labor shortage and the jobs are filled in case of a quit or discharge; therefore be it

Resolved, By this seventh convention of the California Labor Federation, AFL-CIO, that it take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, to have the Code amended to provide immediate benefits to the unemployed individual irrespective of the reason for unemployment, including unemployment due to a labor dispute, and that the only penalty be that if a person applies for unemployment insurance more than once in any three-year period following termination of employment due to quit or discharge, that on the second and subsequent applications within the three-year period there be a three-week penalty period.

Referred to Committee on Legislation.
Adopted as amended, p. 33.

Unemployment Insurance and Vacation Pay

Resolution No. 14—Presented by Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Unions have been successful in gaining paid vacations for their members through negotiations and these paid vacations now appear as a very important part in most 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, Because of the seasonal nature of work in some industries, workers find themselves being penalized by being forced to put in an extra waiting period of from one to two weeks after becoming unemployed because of their vacation pay being paid to them at this time; and

Whereas, This additional waiting period cuts the workers' purchasing power, thus hurting the over-all economy, and puts unions in the position of negotiating a savings in unemployment insurance rather than in vacation pay; therefore be it

Resolved, That this seventh convention of the California Labor Federation, AFL-CIO, go on record as protesting the extra waiting period forced upon these workers and that the Federation make every effort possible to the end that the law and the rulings shall be changed for the purpose of eliminating the extra waiting periods imposed upon these workers as heretofore mentioned.

Referred to Committee on Legislation.
Adopted, p. 33.

Control of Automobile Insurance Costs

Resolution No. 15—Presented by Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The California State Law requires that automobile owners carry public insurance liability; and

Whereas, It is essential that automobile owners carry other automobile insurance; and

Whereas, Insurance should be on a cost basis with reasonable minimum profits to the insurance companies; and

Whereas, There is no control over the cost of such insurance which in part is required by State Law; and

Whereas, Other essential commodities, such as utilities, have their costs controlled by State regulation through the Public Utilities Commission, etc.; and

Whereas, It is essential to protect the consumer in the field of necessary insurance; therefore be it

Resolved, By this seventh convention of the California Labor Federation, AFL-CIO, that the Federation take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, to control excessive or unreasonable premiums on automobile insurance and to also prohibit insurance carriers from cancelling their policies based on the fact that claims have been filed.

Referred to Committee on Legislation.
Adopted, p. 58.

Loggers Liens

Resolution No. 16—Presented by Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, With the development of a modern, extensive highway system and the universal practice of hauling logs by truck, the conditions of the industry have substantially changed in the past forty years; and

Whereas, The present loggers lien does not protect working men since with great frequency logs are transported from the county in which they are felled to another county to sawmills, and yet another county for further processing; therefore be it

Resolved, By this seventh convention of the California Labor Federation, AFL-CIO, that the Federation take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, to amend Section 3065A of the Civil Code of the State of California to delete therefrom the following language:

"While such logs, lumber or other manufactured timber products that are in the county in which such labor was performed or service rendered . . . if any part of the property on which the lien existed is removed from said county, the lien continues on the balance remaining in the county to the full extent of the claim."

Referred to Committee on Legislation.
Adopted as amended, p. 110.

Direct Compensation Payments

Resolution No. 17—Presented by Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, Most insurance companies have adopted the practice of sending all weekly compensation payments to the in-

sured companies instead of directly to the injured employee; and

Whereas, The injured employee is therefore forced to report to the company's office or wait until he can receive the payment by mail; and

Whereas, The injured often has no telephone or may live a great distance from the company office; and

Whereas, He is not compensated for the mileage or inconvenience involved; and

Whereas, Some companies are very inconsiderate as to notifying the employee that the payment has arrived or are slow in forwarding the payment by mail causing undue delay and hardship to the injured employee and his family; therefore be it

Resolved, That the seventh convention of the California Labor Federation, AFL-CIO, take appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, to require insurance companies to pay direct to the employee, at his address unless he otherwise requests a different place, those benefits to which he is entitled.

Referred to Committee on Legislation.
Filed, p. 110. Subject matter referred to Executive Council.

Garnishment of Wages

Resolution No. 18—Presented by Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The use and application of the garnishment of wages is an inequity directly solely at the wage earner; and

Whereas, The method of garnishment of wages creates a discrimination in the collection of debts between those owed by the wage earner and by the non-wage earner; and

Whereas, In addition to these procedures many employers have adopted a policy of discharging the employee who has his wages garnisheed, thereby increasing the economic problem of the individual and preventing him from paying any legitimate debts; and

Whereas, The laws of the State of California now allow for the procedure of collection of debts, including the garnishment of wages; therefore be it

Resolved, By this seventh convention of the California Labor Federation, AFL-CIO, that the Federation take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of

the California Legislature, to have the laws of the State of California amended to provide equality of treatment between the wage earner and the non-wage earner by allowing garnishment of wages only following a Court Judgment; and be it further

Resolved, That the laws of this state be amended to prohibit an employer from discharging an employee because his wages or salary are subjected to garnishment.

Referred to Committee on Legislation.
Adopted, p. 58.

Higher Education

Resolution No. 19—Presented by Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The State of California represents the largest single population of any state of the union, and also has the fastest growing population; and

Whereas, There is continuing demand for higher education by an ever increasing number of students in our state; and

Whereas, This produces a normal and logical increase in educational facilities and therefore in the total cost of education; and

Whereas, Higher education now costs more than many qualified students can afford, and it would be disastrous to increase the cost of education by student tuitions which would prevent many qualified students from obtaining higher education; and

Whereas, The charging of tuition above the present fees would be an automatic exclusion of thousands of students; and

Whereas, The educational facilities in the State of California need both expansion and improvement rather than restriction; and

Whereas, To restrict education would be taking a serious and major step backwards; therefore be it

Resolved, By this seventh convention of the California Labor Federation, AFL-CIO, that it go on record as opposing any unilateral or automatic reduction of educational facilities or budgets; and be it further

Resolved, That this organization lend its support and effort towards improving the educational facilities and the educational system in our State even though this results in an increased educational budget; and be it further

Resolved, That the position of this organization be made known to the University of California's Regents, to appropri-

ate individuals within the state college system and to the proper State Senate and Assembly Committees.

Referred to Committee on Resolutions.
Adopted, p. 61.

Federal 35-Hour Workweek

Resolution No. 20 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, Automation and other labor-saving devices are daily depriving thousands of workers of their jobs while affording greater profits for industry; and

Whereas, Workers are entitled to share equally in benefits resulting from improved production methods and increased productivity; and

WHEREAS, One way is to shorten the work week, and thus employ fully the labor force of the nation; and

Whereas, A 35-hour work week in all industries will provide more jobs for more people, increase the purchasing power of the worker-consumer and of the people generally, which will improve the economy of the country; therefore be it

Resolved, That this convention engage in a campaign together with other labor, liberal and progressive forces in support of federal legislation to establish a nationwide 35-hour work week for all industries.

Referred to Committee on Resolutions.
Filed, pp. 102-03.

\$2 Federal Minimum

Resolution No. 21 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, Among the most important gains made by the working people of this country under the administration of President Lyndon B. Johnson and Vice President Hubert Humphrey is the increase in the federal minimum wage to \$1.60 an hour; and

Whereas, Millions of Americans are still continuing to earn wages below the poverty line; and

Whereas, Millions of American workers live on income far too inadequate to secure basic necessities of life; and

Whereas, Low wages are particularly prevalent in states where right-to-work laws prevent workers from improving their conditions through labor unions; and

Whereas, Without protection of the law and labor unions, these workers are forced to work for substandard wages, which undermine working conditions and

wage standards of organized labor; therefore be it

Resolved, That this convention of the California Labor Federation favor amending the Fair Labor Standards Act to increase the federal minimum wage to \$2 an hour and extend the law's coverage to all workers; and be it further

Resolved, That this convention urge the California state legislature to increase the minimum wage in California to not less than \$2 per hour.

Referred to Committee on Legislation.
Filed, p. 58. See Policy Statement VI.

Restrictive Labor Laws

Resolution No. 22 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The Taft-Hartley Act and the Landrum-Griffin Act were designed to reduce the ineffectiveness of the American trade unions; and

Whereas, Section 14(b) of the Taft-Hartley Act allows reactionaries to perpetuate low labor standards in many present "right-to-work" states and to threaten other states with so-called "right-to-work" laws; and

Whereas, The earnings levels and living standards of working men and women in so-called "right-to-work" states are far below those in states where no such laws exist; therefore be it

Resolved, That this convention reiterate its position that the Taft-Hartley and Landrum-Griffin Acts be amended to eliminate their anti-labor features and especially to eliminate Section 14(b) of the Taft-Hartley law.

Referred to Committee on Resolutions.
Adopted, p. 61.

Strike-Breaking and Scabbing

Resolution No. 23 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, Individual State Unemployment Insurance codes contain provisions that call for disqualification of Unemployment Insurance benefits to employees who are not working due to trade disputes in which they are attempting to safeguard and improve their standard of living and working conditions; and

Whereas, Some employers during these trade disputes resort to the use of scabs and professional strike-breakers in unscrupulous attempts to negate collective bargaining processes; and

Whereas, Such Unemployment Insurance programs stem from and must con-

form with basic Federal Unemployment Insurance program provisions; and

Whereas, There exist many Federal laws designed to curtail criminal activity that involve the crossing of State lines; and

Whereas, The use of professional strike-breakers and scabs nullify free collective bargaining principles and procedures; therefore be it

Resolved, That this convention of the California Labor Federation strongly urge the enactment of amendments to Federal Unemployment Insurance provisions removing trade disputes disqualifications from the individual State Unemployment Insurance codes wherever and whenever a trade dispute develops that is sanctioned by a bonafide labor Union showing unfair labor practices filed against an employer with the National Labor Relations Board; and be it further

Resolved, That the Federation support enactment of federal and state legislation prohibiting the use of professional strike-breakers and providing appropriate criminal penalties and civil sanctions against employers persisting in their use.

Referred to Committee on Legislation.
Adopted, p. 58.

National Disability Insurance

Resolution No. 24 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, Social security, unemployment insurance, workmen's compensation and similar social insurance programs adopted in state and federal laws, are invaluable in upholding the dignity of working men and women; and

Whereas, Millions of workers, who become disabled as a result of illness or injury unrelated to their work, are not safeguarded by social insurance; and

Whereas, Their predicament is complicated by the high cost of medical expenses they are forced to bear; therefore be it

Resolved, that this convention favor the enactment of comprehensive federal legislation that would set up a nationwide system of disability insurance and that the support of such program be recommended to the AFL-CIO; and be it further

Resolved, That this convention demand of the California state legislature that it increase disability benefits for workers in our state.

Referred to Committee on Legislation.
First Resolve filed; second Resolve adopted,
pp. 44-45.

Day Care Centers

Resolution No. 25 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, Millions of working mothers throughout the United States and many in the State of California are faced with the problem of making some provision for the safe care of their children while they are at work; and

Whereas, With added millions of women coming into the labor force, this problem will become larger and more critical with each passing year; and

Whereas, There is an urgent need to increase the number of day care centers which can provide a safe and wholesome environment for children of working mothers; therefore be it

Resolved, That this convention recommend to all affiliates that they communicate this need to their representatives in the city, state and federal governments and that they urge immediate consideration of programs to meet this need.

Referred to Committee on Resolutions.
Adopted, p. 104.

Unemployment Compensation

Resolution No. 26 — Presented by I.L.G.W.U. Locals 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The unemployment insurance system was enacted to provide for the need of workers unemployed through no fault of their own; and

Whereas, This purpose has been frustrated in many states which have enacted unfair limitations on weekly benefits, eligibility, and duration of payments; therefore be it

Resolved, That this convention call upon Congress to enact a federal system of minimum unemployment insurance standards so that this system meet the needs of the workers in all our states; and be it further

Resolved, That this convention demand of the California state legislature that it substantially increase unemployment benefits in our state.

Referred to Committee on Legislation.
First Resolve filed; second Resolve adopted, p. 33.

Medicare

Resolution No. 27 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, Medicare which provides hospitalization and doctors' services for our senior citizens, is one of the most significant social advances in our country, one

of the triumphs of the enlightened leadership of the Johnson-Humphrey administration and the labor movement; and

Whereas, The Medicare coverage, despite its benefits, contains many gaps which impose painful hardships on persons of limited means; and

Whereas, Governor Reagan's administration has cut back on many medical benefits for needy sick persons in California; therefore be it

Resolved, That this convention favor an extension of Medicare by elimination of its deductible and co-insurance features and by provision of needed medicines and other essential health services; and be it further

Resolved, That this convention instruct the incoming Executive Council to undertake a state-wide campaign for state legislation to provide comprehensive necessary medical benefits.

Referred to Committee on Legislation.
Filed, p. 58. See Policy Statement XI.

High Cost of Drugs

Resolution No. 28 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, One of the most serious problems affecting both the quality and cost of health care is the exploitation of the patient by the drug monopoly; and

Whereas, This monopoly results from the collusion between the American Medical Association and the Pharmaceutical Manufacturers Association which association represents the large so-called "brand name" drug manufacturing firms; therefore be it

Resolved, That the Federal Food and Drug Administration be given sufficient authority and funds to assure that all drugs sold for human use are pure, safe and therapeutically effective; and be it further

Resolved, That the F.D.A. should compile a National Formulary and should undertake the responsibility of providing physicians with an objective source of information on old and new drugs; and be it further

Resolved, That physicians should be required, as a matter of federal or state law, to prescribe generically in all cases where there is no question of therapeutic equivalency as between the same drugs of different manufacturers; and be it finally

Resolved, That the Federal Medicare and State Medical programs should be amended to provide coverage for the

aged against the high cost of drugs.

Referred to Committee on Legislation.

Last Resolve adopted; remainder filed, p. 58.

Human Rights

Resolution No. 29 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The labor movement regards the strengthening of human rights and freedom throughout the world as no less important to global peace and individual security than the achievement of domestic human rights; and

Whereas, The U. S. Senate has still to ratify the UN conventions on genocide, forced labor and the political rights of women, and, regrettably, the Genocide Convention has been pigeonholed since 1949 by the Foreign Relations Committee; and

Whereas, Each of these conventions coincides very closely with the expressed principles and values of the United States; and

Whereas, Each is a simple, forthright document aimed at the achievement of a common international standard on matters of interest to the international community; and

Whereas, Each is concerned with the eradication of social abuses that could and that have, at times, become sources of bitter differences among nations; and

Whereas, There is no doubt that these agreements are valid and proper subjects of the treaty power; therefore be it

Resolved, That this convention urge the Senate Foreign Relations Committee to act favorably and speedily on its subcommittee report recommending ratification on forced labor and the political rights of women and to report out favorably the genocide convention without delay; and be it further

Resolved, That we call upon the President, the Secretary of State, and others to help the ratification of these conventions in 1968, a year proclaimed by the UN General Assembly as the International Year for Human Rights.

Referred to Committee on Resolutions.
Filed, p. 103. Subject matter referred to Executive Council.

Freedom For Black Africa

Resolution No. 30 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, Tens of millions of black Africans live in virtual bondage in Portuguese Angola, in Rhodesia, in South Africa and the territories it controls and in other lands; and

Whereas, The black Africans in these lands are deprived of human rights, victimized by extreme economic exploitation, subjected to social and personal and cultural degradation, confined and controlled by arbitrary and inhuman police measures; and

Whereas, A white minority exercises a monopoly of political and economic power which not only enslaves blacks but also dehumanizes and debases most whites even while they maintain ascendancy over the blacks; and

Whereas, The dominant regimes in these countries, and the foreign powers which back them militarily and economically are resisting efforts to achieve freedom for blacks; therefore be it

Resolved, That this seventh convention of the California Labor Federation express sympathy and support for the aspirations of Black Africans searching and fighting for freedom and human rights; and be it further

Resolved, That we urge our own government to summon others to act in concert through the U.N. and through other feasible channels for the purpose of exerting economic pressures and other sanctions against repressive governments and in support of the freedom struggle of Black Africans in Angola, Rhodesia and South Africa and its territories; and be it further

Resolved, That we call upon our own government to help provide economic and technological resources so that Black Africa can achieve communities and societies providing material well-being, individual freedom, independent development and security against colonialism, imperialism and foreign domination by Western or Eastern great powers.

Referred to Committee on Resolutions.

Adopted, p. 102.

Imports and "Green Card" Commuters

Resolution No. 31 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, An increasing number of unscrupulous U.S. companies and other U.S. employers are ruthlessly taking advantage of our good neighbor relationship with Mexico to exploit Mexican nationals as low-wage workers in U.S. owned plants in Mexico's northern border areas or as "green card" commuters from Mexico to U.S.; and

Whereas, These practices victimize the Mexican workers while undermining the wages and working conditions of U.S. workers — particularly damaging the liv-

ing standards of many Mexican-American citizens of the U.S. and Mexican non-citizens with legal and actual permanent residence in the U.S.; and

Whereas, Some California employers have been establishing plants and run-away shops across the border in Mexico and hiring Mexican workers at low wages to assemble or produce products in labor-intensive industries, such as apparel, textile, furniture, plastics, and electronics, thereby undermining the earnings of California workers and the economy of the state of California; and

Whereas, These products are then sold in the U.S. market in competition with U.S. goods manufactured under the higher wages and better working conditions assured under U.S. law and collective bargaining; and

Whereas, Thousands of "green card" holders are admitted to the U.S. in technical conformity with immigration law as permanent resident aliens but actually reside in Mexico and commute to work across the border in the U.S.; and

Whereas, These "green card" commuters to jobs in the U.S. can more easily be induced to accept sub-standard wages and working conditions and the role of strike-breakers in industry and agriculture, thereby undermining the living standards of U.S. workers and their efforts to form unions, engage in collective bargaining and improve their conditions; and

Whereas, These "green card" commuters are frequently employed by businesses in the U.S. in manufacturing, service trades and agriculture — displacing U.S. workers, citizens as well as permanently resident non-citizens; and

Whereas, The Mexican economy can achieve no sound development and the Mexican worker can derive no benefit from the get-rich-quick schemes of employers seeking high profits from keeping labor working under depressed wages and conditions; and

Whereas, In response to a request for corrective action, Governor Ronald Reagan cynically criticized efforts to attain and protect decent wage standards for American workers; therefore be it

Resolved, That this seventh convention of the California Labor Federation urge appropriate governmental action to safeguard against exploitation of Mexican nationals in Mexico and "green card" commuters by U. S. business seeking to escape from their obligation to provide

decent wages and working conditions and recognition of unions; and be it further

Resolved, That this convention favor governmental policies:

1. To provide, without necessarily changing general foreign trade practices, protection against imports of products from U. S. owned shops established in Northern Mexican border areas to run away from U. S. regulation;
2. To initiate joint U. S.-Mexican government action for better regulation of conditions under which U. S. owned plants may be established in Northern Mexico;
3. To change U. S. immigration law and practice to distinguish between non-citizens legally admitted for permanent residence in the U. S. and "green card" commuters;
4. To enact legislation in California for safeguarding against persistent employment of the "green card" commuters to displace U. S. residents; and be it further

Resolved, That the California Labor Federation cooperate with the sub-committee of the A.F.L.-C.I.O. Executive Council on U.S.-Mexican Border Problems.

Referred to Committee on Resolutions.
Adopted, p. 62.

Help Farm Workers

Resolution No. 32 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The United Farm Workers Organizing Committee (U.F.W.O.C., AFL-CIO), under the inspiring leadership of Cesar Chavez, has been engaged in a protracted and bitter struggle to bring union organization and the benefits of collective bargaining to the farm workers of California; and

Whereas, By their steadfast courage and devotion, the U.F.W.O.C. leadership and members have succeeded in winning a significant beachhead of union organization and collective bargaining contracts which have given many farm workers vital improvements in wages and conditions, and hope for a better future; and

Whereas, Farm workers and their families are unemployed and underemployed much of the year, piecing together jobs in various seasonal crop activities, isolated from the mainstream of community life, encased in poverty and insecurity, subjected to indignity, excluded from most

unemployment insurance and most social legislation safeguards, deprived of educational opportunities for their children — without adequate housing, health care, sanitation and community services; and

Whereas, Ethnic and racial prejudice and discrimination have been imposed upon farm workers because most are Mexican-Americans or members of other minority groups and

Whereas, The right of farm workers to form unions and to engage in collective bargaining under orderly procedures is not protected by law; and

Whereas, Agribusiness is California's largest and most powerful industry and the growers who dominate it are engaged in the most primitive union-busting and conscienceless exploitation — the last hold-outs from a bygone era; and

Whereas, Under these circumstances the U.F.W.O.C. needs the dedicated and unstinting support of the whole labor movement and the larger community for boycotts and other activity to reinforce collective bargaining and strike action; therefore be it

Resolved, That this seventh convention of the California Labor Federation pledge the labor movement's vigorous support for the United Farm Workers Organizing Committee in its efforts to organize and attain collective bargaining agreements; and be it further

Resolved, That this convention summon labor and the community, for the sake of human dignity and social justice, to support the boycott of California table grapes now and other similar action which may be required in the future; and be it further

Resolved, That the California Labor Federation press for state and federal legislation to extend collective bargaining safeguards to farm workers.

Referred to Committee on Legislation.
Adopted, p. 112.

Middle East

Resolution No. 33 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, In the Middle East, the events of the past and the developments of today will not only shape the future of the people and nations in the immediate area, but will also profoundly affect the rest of the world; and

Whereas, This is one of the critical areas in which it may be determined

whether peace can prevail in the world, whether democracy can survive, whether social progress can be assured, whether regional cooperation for mutual benefit among peoples can be achieved; and

Whereas, The repeated and public threats of annihilation directed against the State of Israel by the heads of many Arab States and their military mobilization for that purpose ended in an overwhelming victory by Israel in the six day war of June, 1967; and

Whereas, An uneasy state of military tension exists and intermittent armed outbreaks still occur; and

Whereas, The State of Israel is a democratic society based on freedom of speech, press and assembly, universal suffrage, secret elections and the right of public dissent; and

Whereas, In accordance with its democratic values, Israel has offered to negotiate a permanent peace and accommodation; and

Whereas, Nasser of Egypt and certain other Arab leaders are feverishly re-arming, spreading inflammatory propaganda, sacrificing the desperate economic and social needs of their own people while attempting to divert their energies and attention into another foreign military adventure; and

Whereas, Some regimes which favor escalating the warfare against Israel are carrying the belligerency into non-belligerent lands by acts such as Algeria's condoning of the hijacking of an Israeli airliner leaving Rome, and holding it in Algiers; and

Whereas, The totalitarian Soviet Russian regime is supplying vast stocks of new and modern armament to these Arab states, aligning itself with their reactionary policy of waging protracted cold war and intermittent hot warfare against Israel and aggravating the peril of a new general conflagration; and

Whereas, The Soviet Russian Communist rulers are systematically fanning the flames of anti-Semitism at home, in their vassal states and in world forums, such as the United Nations; therefore be it

Resolved, That this seventh convention of the California Labor Federation favor a policy by the United States which will

1. Promote direct negotiations between the Arab states and the State of Israel looking toward the signing of a permanent peace settlement, mutually recognizing each others'

independence, sovereignty and integrity;

2. Provide encouragement and assistance for regional planning and trade, and cooperation to develop water and other natural resources; for internal economic and social improvement; for meeting the human problems of illness, poverty and educational deprivation; for mutual solution of the problems of Jewish and Arab refugees from Middle East States;
3. Foster and furnish aid for democratic, economic and cultural progress;
4. Help to assure free access to waterways and other arteries of international commerce;
5. Refuse to grant military or economic assistance to any government in the Middle East which persists in refusing to terminate hostilities through negotiation for a permanent peace;
6. Make available to the State of Israel modern armament for self-defense against those Arab regimes which hope to avoid peace negotiation by using their new Russian armaments for another attack;
7. Summon other nations, who have the material and industrial means to work in concert and commit resources for the development of Middle East countries as a concomitant to their efforts to achieve peace; be it further

Resolved, That we call upon the Parties and candidates for national office in the 1968 election to express their concern with, to explain their position on, and to formulate their program relating to the Middle East situation — a crucial and historic test of American values, intentions, and democratic goals.

Referred to Committee on Resolutions.
Adopted, p. 102.

Oppose Soviet Anti-Semitism

Resolution No. 34 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The government-inspired and Party-cultivated campaign of anti-Semitism in Russia has for decades inflamed ancient prejudices and inflicted disadvantage and discrimination on Jews; and

Whereas, Discrimination against Jews is practiced in varying degrees in every area of Soviet life including employment,

education, religious practice, scientific endeavor, and government; and

Whereas, The Soviet regime's all-pervasive totalitarian oppression is directed with particular ferocity against the Jewish minority—a recognizable symptom of the most reactionary forms of police state seeking a scapegoat for economic problems and political difficulties; and

Whereas, The Soviet regime has compounded its persecution of Jews by barring their emigration from Russia; therefore be it

Resolved, That this convention reaffirm its position vigorously condemning the Soviet Russian government and the Soviet Communist Party for its anti-Semitism — an aggravated form of the totalitarian regimentation and repression prevailing in Soviet Russian society; and be it further

Resolved, That we pledge to continue exposing Russian Communist policy, to inform the public, to encourage public protest, to support representations to the United Nations demanding termination of Soviet anti-Semitism policies and permission for emigration from Russia.

Referred to Committee on Resolutions.
Adopted, p. 102.

Anti-Semitism in Poland

Resolution No. 35 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, A totalitarian Communist puppet government was imposed upon Poland by Soviet Russia's military power after the Second World War; and

Whereas, The Second World War opened with the invasion of Poland by the German Nazi armies after the signing of the Hitler-Stalin pact and the partition of Poland between Communist Russia and Nazi Germany; and

Whereas, During this period and subsequently, when the Nazis turned upon Russia, Poland suffered the rigors of both Communist and Fascist oppression; and

Whereas, The totalitarian Communist regime of Poland has been engaged over the years in continuous political and social repression and economic exploitation; and

Whereas, The regime's totalitarian power has been directed, at different times, with greater or less severity against different targets in the population and using various methods, depending on the strength of the opposition which threatened to surface; and

Whereas, In the past year manifestation of popular discontent has broken out in open defiance of police state measures directed even against mild non-conformity; and

Whereas, Student strikes, public demonstrations, forbidden meetings, secret circulation of documents and other acts of larger-scale popular resistance are an expression of an unquenchable desire for freedom of speech, press, and assembly and the right to form independent organizations; and

Whereas, In order to disorient and deceive the people and divert their attention from their real grievances, the Communist regime launched a calculated and systematic campaign to stir up anti-Semitism against the fewer than 30,000 Jews who have survived in Poland; and

Whereas, The Communist propaganda sought to make "Zionists" and Jews a scapegoat for mass discontent to blame them for the freedom demonstrations; and

Whereas, This campaign utilizes all the vulgar and virulent anti-Jewish stereotypes and is tied in with a scurrilous propaganda attack on Israel while attempting to rationalize the Polish regime's support of Arab aggression against Israel; and

Whereas, Although the Communists' anti-Semitic campaign fluctuated in intensity and varied in tone, depending on the purposes of particular Communist Party factions and the pressures of internal and world public opinion, the ruling apparatus as a whole was responsible; and

Whereas, Economic, social and political sanctions and reprisals have been directed at Jews; therefore be it

Resolved, That this seventh convention of the California Labor Federation condemn the Polish Communist regime's totalitarian suppression of freedom of speech, press, assembly, religion and organization; and be it further

Resolved, That this convention express its revulsion at the Polish Communist regime's calculated campaign of anti-Semitism; and be it further

Resolved, That this convention (1) affirm the right of Jews to engage in protest and to fight for freedom along with other Polish people; (2) call upon the Polish government to permit those Jews who wish to emigrate to leave the country; and be it further

Resolved, That this convention urge

our government, through official and unofficial channels in the United Nations and international forums, to vigorously protest and seek the cessation of the anti-Semitism policy of the Polish Communist regime.

Referred to Committee on Resolutions.
Adopted, p. 102.

N.A.A.C.P.

Resolution No. 36 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The National Association for the Advancement of Colored People has, in its decade of existence, been the most consistent, persevering and unswerving representative of the aspiration of the Negro people of the United States; and

Whereas, The N.A.A.C.P. has distinguished itself by its record of fighting for equality of rights and opportunities through trail-blazing litigation, campaigns for legislation at the national, state and local level, and mobilization of the black community as well as the civil rights forces as a whole; and

Whereas, The N.A.A.C.P. has been courageously on the firing line at those times and in those communities where the most intense persecution and reprisal occur — as for example, in the most segregated and racist localities in the South; and

Whereas, The N.A.A.C.P. has cooperated with organized labor in opposing so-called "Right-to-Work" legislation and has assisted labor in many other areas in which the rights of black workers and white workers were at stake; therefore be it

Resolved, That this seventh convention of the California Labor Federation extend fraternal greetings to the National Association of Colored People and urge continued support of its struggle to attain equal rights and opportunities for all.

Referred to Committee on Resolutions.
Adopted, p. 105.

Urban League

Resolution No. 37 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The Urban League has engaged in constructive programs to assist the labor movement in efforts to bring an ever increasing number of minority group adults and youth into the work force; and

Whereas, The Urban League is dedicated to establishing equal rights and opportunities for all, without regard to

race, color, creed, national origin or ancestry; and

Whereas, The Urban League is pioneering in the development of new programs to provide job opportunities, enrich education, accelerate training, advance the standard of living and improve the quality of life for minority group persons in order to help break the vicious circle of discrimination and disadvantage; therefore be it

Resolved, That this convention reaffirm its support of the Urban League and urge local unions to cooperate with local officers and representatives of the Urban League in their own communities.

Referred to Committee on Resolutions.
Adopted, p. 106.

Community Service Organization

Resolution No. 38 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The Community Service Organization represents many Mexican-Americans in the western states; it is dedicated to better civic cooperation, community improvements, civil and human rights and for equality of opportunity for all; for many years, it cooperated with organized labor on social issues, and provided services for Mexican-Americans in urban and rural areas; therefore be it

Resolved, That this convention reaffirm its endorsement and urge financial and moral support to C.S.O.

Referred to Committee on Resolutions.
Adopted, p. 106.

Jewish Labor Committee

Resolution No. 39 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The Jewish Labor Committee is an integral part of the American labor movement, draws its inspiration from labor's honored tradition and shares with labor a common cause of social justice, brotherhood, human dignity and life fulfillment for each individual; and

Whereas, The Jewish Labor Committee conducts a vigorous program of promoting equal rights and opportunities for all through education, legislation, litigation and community action; and

Whereas, The Jewish Labor Committee strives for the elimination from every area of community life of prejudice and discrimination based on race, color, religion, national origin or ancestry; and

Whereas, The Jewish Labor Committee collaborates with organized labor in its so-

cial, economic and organizing programs and makes available to unions information, materials, consultation and staff service; and

Whereas, The Jewish Labor Committee has consistently opposed Fascism, Communism and other forms of totalitarian extremism at home and abroad; therefore be it

Resolved, That this seventh convention of the California Labor Federation commend the Jewish Labor Committee for its achievements in the cause of human rights; express appreciation for its years of sustained assistance in California; welcome its ongoing cooperation; and urge continuing support of its program by affiliated unions.

Referred to Committee on Resolutions.
Adopted, p. 106.

Histadrut

Resolution No. 40 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, Histadrut — the General Federation of Labor in Israel, has been the outstanding example of democratic labor organization for the past 48 years in the Middle East, and is spearheading the social, economic and cultural progress of the country; and

Whereas, Histadrut has been instrumental in making the social and economic standards of Organized Labor a recognized part of the national way of life, extending benefits to all members regardless of race and creed; and

Whereas, Histadrut is engaged in a continuous program of transforming homeless immigrants from backward countries into productive citizens, pioneering in new development areas in Israel, and contributing to the advancement of democratic international labor relations by a program of guidance and assistance to the emerging nations of Africa and Asia; and

Whereas, The California Labor Federation, AFL-CIO, has traditionally been in the forefront in helping to provide moral and material support to the Histadrut for the advancement of its manifold activities to further the general welfare of the people of Israel; therefore be it

Resolved, That this seventh convention of the California Labor Federation, AFL-CIO, (1) extend its fraternal greetings to Histadrut and pledge its help to solidify the friendship between the labor movements of both countries; (2) commend Histadrut's assistance to the devel-

oping countries as a strong manifestation of labor solidarity; and (3) express its admiration and moral support for Histadrut's Afro-Asian Institute in Israel as an important instrument in fostering the principles and ideals of democratic trade unionism.

Referred to Committee on Resolutions.
Adopted, p. 105.

O.R.T.

Resolution No. 41 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 and 512, Los Angeles.

Whereas, The American trade unions have for many years supported the constructive work of O.R.T., the Organization for Rehabilitation through Training. Over 600,000 persons in 23 countries, encompassing Israel, Italy, France, Poland, and North and West Africa, have been trained by O.R.T. in trades which help them to obtain decent employment. O.R.T. programs teach the technical knowledge needed to meet the rising expectations of people. They serve the constructive idea of aid to peoples in developing countries. O.R.T. has undertaken technical assistance projects under contract to the U.S. government and various United Nations agencies on behalf of the peoples of Africa and Asia. O.R.T. schools in Europe continue to aid refugees and displaced persons as well as those in need. In Israel, O.R.T. provides massive educational opportunities to a new generation. While O.R.T. has greatly enlarged its activities in recent years so that it is today the biggest non-governmental program of vocational education in the world, many thousands of youth are turned away for lack of funds; therefore be it

Resolved, That this convention hail the practical humanitarian program of O.R.T. and reaffirm its ties of solidarity and support to O.R.T.; and be it further

Resolved, That this convention urge our affiliates to contribute materially and morally to the fullest extent possible to the support of the O.R.T. activities.

Referred to Committee on Resolutions.
Adopted, p. 105.

Prohibit Short Weight Tolerances

Resolution No. 42—Presented by Western Fed. of Butchers of Calif., 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 Seventh Convention of the California Labor Federation, assembled in the City of Sacramento, instruct the legislative representative of the Federation to seek the introduction of an appropriate measure at the 1969 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. 112.

Strikebreakers

Resolution No. 43—Presented by L. A. Allied Printing Trades Council, Los Angeles.

Whereas, Organized labor has, over the years, demonstrated a continuing value in the maintenance of stable labor-management relations thus providing continuing progress to the economic and social structure of all segments of the great society; and

Whereas, Any individual or group of individuals which attack the effectiveness of labor organizations attack the foundation upon which our great society has been and is being built thereby disturbing the free dialogue by which continuing progress can only be possible; and

Whereas, Professional strikebreakers, their procurers and employers, do attack the maintenance of fair and legal collective bargaining, and, more often than not, bring into the community creatures of vicious habits with criminal records who create distrust and conflict inimical to the great society; and

Whereas, Seventy cities and eleven states have, to date, enacted laws barring strikebreakers from inflicting their vicious habits and criminal records on American communities, thus indicating a desire of the American people for laws to eliminate such activities from our society; and

Whereas, The workers of the State of California are not as yet protected against the vicious practice of strikebreaking; be it therefore

Resolved, That Section 1, Chapter 9 (commencing with Section 1150) be added to Part 3 of Division 2 of the Labor Code of the State of California to read:

CHAPTER 9

PROFESSIONAL STRIKEBREAKERS

Article 1. Findings and Declarations

1150. The Legislature hereby makes the following findings and declarations:

Relations between organized labor and management in this state have for many years been marked by a mature adherence to the principles of good faith, collective bargaining and mutual respect for the rights, interests and well-being of working people, business and industry. The importation or use in this state of professional strikebreakers as replacements during a strike or lockout endangers such sound and beneficial relations between labor and management.

Experience in this state and in other parts of this country demonstrates that the utilization of professional strikebreakers in labor disputes is inimical to the public welfare and good order in that such practices tend to produce and prolong industrial strife, frustrate collective bargaining and encourage violence, crimes and other disorders.

Persons who customarily offer themselves as replacements during labor disputes are generally of unsavory character and accustomed to association with undesirable elements. The introduction of such persons into the community and their employment in this state is harmful to our citizens and threatens the public peace.

The aforementioned evils are beyond the regulation of applicable federal law, and the mitigation and correction thereof requires the exercise of the police power of this state.

Article 2. Definitions

1155. Unless provided otherwise, the definitions in this article govern the construction of this chapter.

1156. "Employer" means a person, partnership, firm, corporation, association, or other entity, which employs any person or persons to perform services for a wage or salary, and includes any person, partnership, firm, corporation, association or other entity acting as an agent of an employer, directly or indirectly.

1157. "Employee" means any person who performs services for wages or salary under a contract of employment, express or implied, for an employer.

1158. "Strike" means any concerted act of employees in a lawful refusal of such employees under applicable state or federal law to perform work or services for an employer.

1159. "Lockout" means any refusal by an employer to permit his employees to work as a result of a dispute with such employees affecting wages, hours or other terms or conditions of employment of said employees.

1160. "Professional strikebreaker" means any person (1) who during the period of five (5) years immediately preceding the acts described in provision (2) of this section has repeatedly offered himself to employers at whose places of business a strike or lockout was currently in progress, for employment for the duration of such strike or lockout for the purpose of replacing an employee or employees involved in said strike or

lockout, and (2) who currently offers himself to an employer at whose place of business a strike or lockout is presently in progress, for employment for the purpose of replacing an employee or employees involved in said strike or lockout.

As used in this section:

(a) "Repeatedly," means on two or more occasions (exclusive of any current offer for employment in connection with a current strike or lockout).

(b) "Employment for the duration of such strike or lockout" includes employment for all or part of the duration of such strike or lockout; and, in connection therewith, includes services during all or part of such strike or lockout which began not more than one (1) month after the termination of such strike or lockout.

(c) "Employment," means services for an employer, whether compensated by wages, salary, or any other consideration not limited to the foregoing and whether secured, arranged or paid for by an employer or any other person, partnership, firm, corporation, association or other entity.

Article 3. Professional Strikebreakers

1163. It shall be unlawful for any employer willingly and knowingly to utilize any professional strikebreaker to replace an employee or employees involved in a strike or lockout at a place of business located within this state.

1164. It shall be unlawful for any professional strikebreaker willingly and knowingly to offer himself for employment to replace, or to replace, an employee or employees involved in a strike or lockout at a place of business located within this state.

Article 4. Miscellaneous

1166. Any person, partnership, firm, corporation, association or other entity, or officer or agent thereof, who shall violate any of the provisions of this chapter shall upon conviction thereof be subject to a fine not to exceed five hundred dollars (\$500), or imprisonment for a period not to exceed ninety (90) days, or both such fine and imprisonment, in the discretion of the court.

1167. If any part of the provisions of this chapter, or the application thereof, to any person or circumstance is held invalid by the final judgement of a court of competent jurisdiction, the remainder of this chapter, including the application of such part or provision to other persons or circumstances, shall not be

effected thereby, and this chapter shall otherwise continue in full force and effect and shall otherwise be fully operative. To this end, the provisions of this chapter, and each of them, are hereby declared to be severable; and be it further

Resolved, That the California Labor Federation, AFL-CIO, formally adopt and endorse this resolution at its seventh convention to be held in Sacramento, California on September 23, 1968.

Referred to Committee on Legislation.
Adopted, p. 58.

State Printing Purchases

Resolution No. 44—Presented by L. A. Allied Printing Trades Council, Los Angeles.

Whereas, The educational system in the State of California consumes ten percent (10%) of all the textbooks produced in these United States; and

Whereas, The monetary expenditure for textbooks in California elementary and high schools alone amounts to twenty million dollars annually; and

Whereas, The above sum, coupled with expenditures for textbooks in junior colleges, state colleges, and universities, and other printed material consumed by the educational system amounts to a major fraction of each taxpayer's dollar; and

Whereas, Laboring people are the principal sources of these tax funds; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention assembled, pledge itself, through proper legislative procedures, to the amendment of Section 4334 of the Government Code of the State of California. Such amendment to add Section 4334.1 as follows:

4334.1. Public officers and bodies charged with the letting of contracts for printing for the State of California may give the contracts for such printing to persons printing within the State of California if the bids of such persons, or the prices quoted by them, do not exceed by more than 10 percent the lowest bids or prices quoted by persons printing the material outside the state.

Referred to Committee on Legislation.
Adopted, p. 112.

Jury Pay

Resolution No. 45—Presented by Machinists No. 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 on account 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; and

Whereas, Assemblyman Stuart Hinkley has caused a survey to be made, in California, on this matter, which information points up need for, and alternate methods of financing, other than payment by employers, and desirability of jury pay; therefore be it

Resolved, That this convention of the California Labor Federation, AFL-CIO, again go on record and sponsor legislation to secure these benefits for California working men and women.

Referred to Committee on Legislation.
Adopted, p. 112.

Conference of Transport Trades

Resolution No. 46—Presented by Machinists No. 706, Barstow.

Whereas, Since the last convention of this organization there has been created the national Department of Transportation, having as its purpose the promoting of safety, efficiency, protection of public, consumers, and employees of all forms of transportation; and

Whereas, A movement is now being organized to create a Conference of Transport Trades, embracing some fifty labor and similar groups for their mutual benefit; and

Whereas, This should be mutually advantageous for all transportation organizations affiliated with the California Labor Federation; therefore be it

Resolved, That this convention of the California Labor Federation, AFL-CIO, endorse the activation of the Conference of Transport Trades for the mutual benefits of the transport membership, including, but not restricted to:

1. Clearing house for ideas.
2. Constructive exchange of views.
3. Development of needed programs for all transport.

Referred to Committee on Resolutions.
Filed, p. 108. Subject matter referred to Executive Council.

Safety in Railroad Shops and Yards

Resolution No. 47—Presented by Machinists No. 706, Barstow.

Whereas, The California Division of Industrial Safety, through their General Industry Safety Orders, do have some jurisdiction, and 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 convention of the California Labor Federation, AFL-CIO, again go on record urging the strengthening and stricter enforcement of State Safety Rules and Orders to prevent death or injury on the job.

Referred to Committee on Resolutions.
Adopted, p. 104.

Shipbuilding Program

Resolution No. 48—Presented by Shipyard and Marine Shop Laborers No. 886, Oakland.

Whereas, Too much stress cannot be placed on the necessity of maintaining our shipbuilding industry in a condition which would make rapid expansion possible in time of emergency; and

Whereas, We have repeatedly made representations to this effect to the Congress, to the Senators, to the Maritime Commission, and to the President of the United States; and

Whereas, The present Viet Nam situation has now focused attention upon the inadequacy of our fleet, and has vividly portrayed our national indifference to the lessons we should have learned as a result of World Wars I and II; and

Whereas, It is a matter of record that the United States is in sixth place in the world in tonnage of merchant ships under construction, and certainly if this condition does not change the United States will be unable to use ships of U. S. Registry and ownership to transport the materials needed by our troops in foreign lands; therefore be it

Resolved, That the California Labor Federation assembled in convention in Sacramento, California, on September 23rd, 1968, go on record as favoring a long range shipbuilding program by the United States Government to the end that our country will be adequately protected with the world's largest fleet in case of an all out war; and be it further

Resolved, That copies of this resolution be sent to the President of the United States and to the president of the AFL-CIO, and that the officers of the California Labor Federation be asked to do what they can to initiate the long range shipbuilding program with the Congress of the United States.

Referred to Committee on Resolutions
Filed, p. 62. See Resolution No. 7.

The Mexican Border

Resolution No. 49—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The protection and improvement of U.S. wages and working conditions holds the highest priority for the American labor movement. For the welfare of the nation and the individual American worker, attacks on these standards must always be resisted; and

Whereas, Two problems—one posed by the United States companies which establish plants in Mexico to take advantage of low wage rates and the other caused by “green card” commuters from Mexico into the United States labor market—now threaten the labor standards of American workers; and

Whereas, American manufacturers are being encouraged by the Mexican government's Border Industrialization Program to establish plants on the Mexican side of the border in order to assemble products for the American market. The principal lure for the investment of U.S. capital in Mexico is a plentiful supply of low-wage Mexican labor. A U.S. manufacturer can recruit labor in Mexico for \$6.00 a day or less compared with the U.S. federal minimum wage of \$1.60 an hour or even higher rates under U.S. collective bargaining agreements; and

Whereas, Firms based in the United States have been moving across the border at a mushrooming rate to take advantage of this situation. The practice is particularly prevalent in labor-intensive industries such as apparel, electronics, textile, plastics, leather and toys; and

Whereas, While the U.S. manufacturer who moves his assembling operation into the northern border region of Mexico can hire a work force at well below U.S. wage rates, his product then moves back across the border to be sold in competition with goods made under higher U.S. labor standards; and

Whereas, Such a practice is clearly contrary to the intent of our federal minimum wage law. Competition based on low wages and adverse working conditions was outlawed by the Fair Labor Standards Act in the United States in 1938. Now unfair competition based on sweat labor has spread across our common border with Mexico, an area untouched by U.S. federal law; and

Whereas, The consequences of this Mexican industrialization program for the United States are clear—the loss of actual and potential jobs for U.S. workers

and the eroding of wages and working conditions in this country. The consequences of this program for Mexico itself are equally clear. U.S. firms seeking investments in Mexico in order to exploit low-wage Mexican labor will do little to improve labor standards and working conditions in the poverty-stricken border areas of northern Mexico; and

Whereas, Since the primary benefit to the U.S. manufacturer who goes into Mexico is the supply of low-wage labor, the continuation of the industrialization program depends on the continuation of sub-standard wages for the Mexican worker. Mexico cannot build an industrial base on sweat-labor if it ever hopes to raise living standards for its people; and

Whereas, Wage standards and working conditions on the United States side of the border with Mexico are also being undermined by the abuse of immigration policy along the Mexican border. Under immigration law, permanent resident aliens are entitled to jobs in the United States on the basis that they reside permanently in the U.S. But armed with “green card” work permits, tens of thousands of Mexican permanent resident aliens commute regularly between their homes in Mexico just across the border in the United States; and

Whereas, This commuting labor force has a much lower cost of living in Mexico, is not involved in the community life in the U.S. border towns where they find work, and thus will more readily accept sub-standard wages and working conditions in order to continue their employment; and

Whereas, The result is that conditions for workers in the United States are undermined. Anti-labor employers in these U.S. border towns recognize the value of “green carders” as strike breakers and exploit them for that purpose; and

Whereas, No one in the labor movement wants to deprive working people whether from Mexico or anywhere else, of their right to a job at decent wages and conditions. But commuter workers who are exploited by employers to bust unions, break strikes, and undermine hard-won union working conditions are not helping themselves or anyone else; and

Whereas, The United States has always had a special relationship with Mexico due to its common border. This relationship is in danger of disruption if the commuter and industrialization

programs are allowed to develop in an uncontrolled manner; and

Whereas, Neither the Mexican government nor the American government can condone the exploitation and manipulation of poverty-stricken workers on both sides of our common border which these programs foster; now therefore be it

Resolved, That the seventh convention of the California Labor Federation recommend that the U.S. and Mexican governments devise appropriate government regulations at the highest levels to regulate the industrialization program in the northern border region of Mexico to prevent the export of U.S. jobs and the exploitation of Mexican workers; and be it further

Resolved, That the California Labor Federation urge that immigration regulations be strengthened to make it clear that Mexican commuters cannot at any time or in any way be used as strike-breakers or to depress wages and working conditions of domestic workers.

Referred to Committee on Resolutions.
Adopted, p. 62.

Herald-Examiner Strike-Lockout

Resolution No. 50—Presented by Los Angeles Co. Fed. of Labor, Los Angeles; and State Theatrical Federation, San Francisco.

Whereas, More than two thousand members of ten AFL-CIO unions have been involved in a strike-lockout at Hearst's Los Angeles Herald-Examiner since December 15, 1967; and

Whereas, The Hearst management has resisted all attempts by the state, federal and municipal governments to bring an end to the dispute which has caused grievous harm to the striking and locked-out workers and their families; and

Whereas, Hearst has imported professional scabs into Los Angeles to steal the jobs of respectable working men; and

Whereas, It is apparent that Hearst has embarked on an illegal and un-American course to break these striking and locked-out unions and their members; and

Whereas, Hearst's attack on his organized employees in Los Angeles represents a serious threat to the future of all organized labor in Los Angeles, Southern California, California and the nation; therefore be it

Resolved, That the seventh convention of the California Labor Federation reaffirm their regular active financial and moral support to their brothers and sisters who are fighting for their liveli-

hoods against Hearst in Los Angeles and that this support continue unabated until Hearst makes a fair settlement with the unions; and be it further

Resolved, That the California Labor Federation call upon its affiliates to launch an effective "Don't Buy" campaign against the unreasonable advertisers who have continued to subsidize Hearst's union-busting campaign despite the efforts of the striking and locked-out workers to stop this advertising; and, be it further

Resolved, That the California Labor Federation call upon its affiliates to effectively persuade their brothers and sisters outside California to respond to AFL-CIO President George Meany's national appeal for financial support to the strike-lockout and support of the don't patronize Los Angeles Herald-Examiner advertisers campaign.

Referred to Committee on Resolutions.
Adopted, p. 104.

Reiss-Davis Child Study

Resolution No. 51—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Reiss-Davis Child Study Center of Los Angeles is a non-profit, charitable Center which offers diagnosis and treatment services for emotionally disturbed children from two to eighteen years; and

Whereas, The Reiss-Davis Child Study Center maintains a Child Therapy School for graduate work in Psychiatry, Psychology and Social Work; and

Whereas, The Reiss-Davis Child Study Center supports a research program coordinating the results of both diagnosis and treatment, and shares the findings with the rest of the country; and

Whereas, At least one-half to three-quarters of the patients are children of members of the labor movement; therefore be it

Resolved, That the seventh convention of the California Labor Federation endorse the work being done by the Reiss-Davis Child Study Center; and be it further

Resolved, That the California Labor Federation urge all its affiliates to support the program by voting financial aid to the Center in every way possible.

Referred to Committee on Resolutions.
Filed, p. 103. Subject matter referred to Executive Council.

Welfare Administration

Resolution No. 52—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Currently Departments of

Public Social Services (Welfare) are administered by County Boards of Supervisors, and public assistance was initially designed to save both money and people from the effects of poverty; and

Whereas, County government has failed to save either one; and

Whereas, Counties vary in the quality and quantity of services to clients and the communities; therefore be it

Resolved, That this seventh convention of the California Labor Federation, AFL-CIO, urge that a single state-wide administration of welfare be established so that adequate services can be offered for a minimum of taxpayer cost, and that the many duplicate administrative costs can be eliminated, and in order to help establish a standard minimum of assistance and service.

Referred to Committee on Legislation.
Adopted, p. 57.

Public Welfare

Resolution No. 53—Presented by Los Angeles So. Fed. of Labor, Los Angeles.

Whereas, No "War Against Poverty" can have any meaning or success without a complete reform of our whole system of public welfare. Public assistance, as presently funded and administered in the states and in the nation, is justifiably under attack from friend and foe alike. It is a system "which is designed to save money instead of people, and tragically ends up doing neither", in the words of a former Welfare Commissioner of New York; and

Whereas, The National Advisory Council on Civil Disorders cites two basic and critical defects in our welfare system:

First, it excludes large numbers of persons who are in great need and who, if provided a decent level of support, might be able to become more productive and self-sufficient.

Second, for those who are included, it provides assistance well below the minimum necessary for a decent level of existence and imposes restrictions that encourage continued dependence on welfare, and undermines self-respect; and

Whereas, The AFL-CIO and the California Labor Federation fully support all programs to alleviate poverty and human misery by bringing welfare services up to the level which will insure that no family or individual is required to live below the level of poverty and that their needs will be met in a dignified and

humane manner and as a matter of right, now therefore be it

Resolved, That the seventh convention of the California Labor Federation, AFL-CIO, wholeheartedly support legislation on the federal and state levels which will embody the following recommendations:

1. Establishment of federal standards and regulations of Public Welfare, uniform and mandatory for all the states, to produce a nation-wide comprehensive program of public assistance based upon a single criterion: need;

2. Establishment of a minimum standard for public assistance payments below which no state may fall;

3. Guarantee of minimum income for every family and individual;

4. Provision of full and socially useful employment for all who are willing and able to work, including those who need education or training to make them willing and able;

5. Assurance of decent and adequate wages to all who work to enable them to live in health and decency on a year-round basis;

6. Assurance of an adequate living standard to those who cannot or should not work;

7. Elimination of categorical classifications for aid;

8. Repeal of the "freeze" on federal participation in the funding of Aid to Families with Dependent Children as enacted in the 1967 Welfare Amendments to the Social Security Act;

9. Repeal of the section of the Welfare Amendments which sets restrictive definitions on "unemployment" in the program of A.F.D.C. with unemployed parents;

10. Increase and expansion of readily accessible, properly staffed and organized, social service centers (multi-service centers), structured to provide adequate and effective social services, medical assistance, income maintenance, consumer counseling and education, free legal services, job counseling, training, and placement, associated with a complex of special services;

11. Separation of the functions of eligibility determination and social services based solely on need. Minimum uniform standards of eligibility and benefits, as well as all social services, must apply equally throughout the state and nation.

Referred to Committee on Legislation.
Adopted as amended, p. 57.

Income Maintenance

Resolution No. 54—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Hunger exists in California among the children on Public Welfare in the Aid to Families with Dependent Children program whose subsistence grants are more often than not below the amount actually needed to live on as determined by the State Department of Social Welfare; and

Whereas, These state-determined standards of need are themselves below the level. Families receiving this meager public assistance cannot meet the minimum food, shelter, and clothing requirements of their children because of state laws limiting the maximum grant allowed, and

Whereas, The net effect of these laws establishing maximum grants below the level of actual need is to perpetuate poverty, to condemn thousands of children to hunger, malnutrition, disease, mental retardation, delinquency, and general deprivation, while making the family more dependent on welfare because of being ill-fed, ill-housed, and ill-clothed; therefore be it

Resolved, That the seventh convention of the California Labor Federation go on record to support and work for a general system of income maintenance for all needy families and individuals to raise them out of the cycle of poverty, and be it further

Resolved, That, in the meantime, the officers be instructed to prepare and introduce appropriate legislation at the next session of the California Assembly which will repeal the laws establishing an arbitrary ceiling on the grant, regardless of need, in the Aid to Families with Dependent Children program and to assure that the full needs of these families be met to raise them above the level of poverty and to help them to become self-sustaining and to live in decency and dignity.

Referred to Committee on Legislation.
Adopted, pp. 57-58.

Social Service Standards

Resolution No. 55—Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The 1962 (Kennedy) Amendments to the Social Security Act changed the emphasis of the Public Assistance Titles of the Act by making mandatory upon states the provision of social services designed both to prevent dependency and to move those Americans who are

dependent upon public aid back into the mainstream of society; and

Whereas, These Amendments stated that these services be provided by social workers, and

Whereas, The social work processes can only take place when service standards are set as to case load maximums, training requirements and safeguards for adequate case work supervision; and

Whereas, The Kennedy Amendments require that the Secretary of Health, Education and Welfare develop standards and guide lines for states to accomplish these aims; and

Whereas, The implementation of the spirit and letter of the Kennedy Amendments is violated without service and staffing standards, such as the minimum standard of no more than one social worker for every 60 service cases and one supervising social worker for every five social workers; therefore be it

Resolved, That this seventh convention of the California Labor Federation, AFL-CIO, go on record as calling upon the Secretary of Health, Education and Welfare to maintain and tighten service and staffing requirements mandatory upon the states for the provision of needed social services by the social workers under conditions that allow them to develop and exercise their considerable and needed talents; and to resist the attempts by the Reagan Administration and other state governments to emasculate the effect of the Kennedy Amendments.

Referred to Committee on Resolutions.
Adopted, p. 61.

Workmen's Compensation and Rehabilitation

Resolution No. 56—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Workmen's Compensation Act of the State of California, as presently written, requires changes and amendments to more effectively provide full coverage, medical care and benefits for injured workers and their families; and

Whereas, The present Workmen's Compensation Act contains a totally unworkable and inadequate rehabilitation provision which gives the worker no rights; and

Whereas, The Workmen's Compensation Appeals Board and its referees do not have the right now to order rehabilitation for an injured worker when he needs it; therefore be it

Resolved, That the seventh convention

of the California Labor Federation go on record to call for the passage of legislation providing rehabilitation to be given to the injured worker as a matter of right and as an additional benefit without requiring the consent or approval of the insurance carrier or employer.

Referred to Committee on Legislation.
Adopted, p. 56.

Workmen's Compensation and Temporary Disability

Resolution No. 57—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, the Workmen's Compensation Act of the State of California, as presently written, requires changes and amendments to more effectively provide full coverage, medical care and benefits for injured workers and their families; and

Whereas, More than sixty percent of the workers in the state of California today do not receive compensation for temporary disability which replaces their wage loss at the statutory figure of 61.75 percent of their gross annual earnings; therefore be it

Resolved, That the seventh convention of the California Labor Federation go on record to call for the passage of legislation providing all workers be compensated for temporary disability by payment of benefits equal to 61.75 percent of their gross annual earnings without a maximum figure written into the law.

Referred to Committee on Legislation.
Filed, p. 56. See Policy Statement IV.

Workmen's Compensation for Dependents

Resolution No. 58—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Workmen's Compensation Act of the State of California, as presently written, requires changes and amendments to more effectively provide full coverage, medical care and benefits for injured workers and their families; and

Whereas, The dependents of workers who die as a result of industrial accidents or injuries are receiving wage replacement only equal to one-third of the worker's earnings which is totally inadequate; therefore be it

Resolved, That the seventh convention of the California Labor Federation go on record to call for the passage of legislation providing dependents of workers killed in industrial accidents receive

death benefits in a sum equal to 61.75% of the deceased workers earnings for the period of total dependency and the continuance of dependency by minor children until they become self-supporting or finish college.

Referred to Committee on Legislation.
Filed, pp. 56-57. See Policy Statement IV.

Workmen's Compensation and Choice of Physician

Resolution No. 59—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Workmen's Compensation Act of the State of California, as presently written, requires changes and amendments to more effectively provide full coverage, medical care and benefits for injured workers and their families; and

Whereas, Injured workers today do not have the right to freely choose physicians for treatment of industrial injuries; therefore be it

Resolved, That the seventh convention of the California Labor Federation go on record to call for the passage of legislation providing that the injured worker have full free choice of physicians for treatment of his industrial injury.

Referred to Committee on Legislation.
Adopted, p. 57.

Workmen's Compensation and Permanent Disability

Resolution No. 60—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Workmen's Compensation Act of the State of California, as presently written, requires changes and amendments to more effectively provide full coverage, medical care and benefits for injured workers and their families; and

Whereas, Present maximum and permanent temporary disability figures are inadequate and become more inadequate each year; therefore be it

Resolved, That the seventh convention of the California Labor Federation go on record to call for the passage of legislation providing all workers suffering permanent disability be adequately compensated by a weekly payment of at least 61.75% of their gross earnings.

Referred to Committee on Legislation.
Filed, p. 57. See Policy Statement IV.

Workmen's Compensation and Statute of Limitations

Resolution No. 61—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The present Statute of Lim-

itations in workmen's compensation cases is fixed at a maximum of five years from the date of injury, which is inadequate and works an injustice for injured workers and their families; therefore be it

Resolved, That the seventh convention of the California Labor Federation go on record to call for the passage of legislation providing the Statute of Limitations of workmen's compensation cases be increased to ten years from the date of injury.

Referred to Committee on Legislation.
Adopted, p. 57.

Workmen's Compensation Appeals Board

Resolution No. 62—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Workmen's Compensation Act of the State of California, as presently written, requires changes and amendments to more effectively provide full coverage, medical care and benefits for injured workers and their families; and

Whereas, The present Workmen's Compensation Appeals Board is insurance and employer oriented as a result of the appointments made to it by Governor Reagan; and

Whereas, Historically the Workmen's Compensation Appeals Board has been constituted to have equal representation on it from labor, management and the public; therefore be it

Resolved, That the seventh convention of the California Labor Federation go on record to call for the passage of legislation providing the Workmen's Compensation Appeals Board be constituted to have equal representation from labor, management and the public.

Referred to Committee on Legislation.
Adopted as amended, p. 57.

Workmen's Compensation Procedures

Resolution No. 63—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Workmen's Compensation Act of the State of California, as presently written, requires changes and amendments to more effectively provide full coverage, medical care and benefits for injured workers and their families; and

Whereas, The workmen's compensation system becomes increasingly legalistic, requiring hearings and legal forms when it should be becoming less legalistic; and

Whereas, The cost of workmen's compensation insurance can be reduced if the system is changed to a fully-administered system, rather than an adversary

system; therefore be it

Resolved, That the seventh convention of the California Labor Federation go on record to call for the passage of legislation providing the legalistic adversary system be abolished and workmen's compensation be fully-administered without the necessity of court proceedings.

Referred to Committee on Legislation.
Adopted, p. 57.

Support Community Chest and Other Federated Fund-Raising Drives

Resolution No. 64—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 Chest, United Crusade, United Fund 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, United Funds, and their federated service agencies; therefore, be it

Resolved, That the seventh 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, United Funds, or other united campaigns exist, in accordance with the type of fund-raising federation approved by the labor movement in the respective communities, urging the participation of organized labor in

these activities, and loyally, actively and generously to support the local Community Chest, United Crusade or other federated fund-raising campaign.

Referred to Committee on Resolutions.
Adopted, p. 106.

Labor Education Advancement Program

Resolution No. 65—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Labor Education Advancement Program (LEAP) is sponsored by the Greater Los Angeles Urban League in cooperation with the Los Angeles Building and Construction Trades Council (AFL-CIO) and operates under a grant of funds from the U.S. Department of Labor; and

Whereas, LEAP is designed to promote entry of disadvantaged minority youth into apprenticeship in the building trades; and

Whereas, To this end LEAP contacts, motivates, tutors and assists minority youth to qualify for apprenticeship openings; provides for supportive services for apprentice candidates and their families to help them sustain their efforts; evaluates progress and helps to eliminate problems prior to and following indenturing; and

Whereas, LEAP disseminates public information on apprenticeship opportunities; maintains contact with the responsible leadership in the apprenticeable trades to keep abreast of developments and problems; secures cooperation in clearing away roadblocks which arise; and

Whereas, LEAP works with community groups, public and private agencies and the unions involved; and

Whereas, The LEAP staff has expeditiously launched LEAP and is engaged in implementing all aspects of its programs; therefore be it

Resolved, That this seventh convention of the California Labor Federation commend the Los Angeles Building and Construction Trades Council and the Greater Los Angeles Urban League for their co-sponsorship of the Labor Education Advancement Program (LEAP); express appreciation for the vigorous efforts of the LEAP staff; urge support by affiliated unions; and favor establishment of similar programs in other areas in California.

Referred to Committee on Resolutions.
Adopted, p. 106.

Adoption of Textbooks K-12

Resolution No. 66—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The state of California pres-

ently adopts textbooks in grades kindergarten through 8 on a state-wide basis; and

Whereas, This procedure of adoption has historically provided this state with textbooks at a 30% saving; and

Whereas, Textbooks adopted under this provision are evaluated by the California Curriculum Commission and its 3000 assistants, thus assuring that our children have available the best textbook in a given subject; and

Whereas, Post Office statistics indicate that 18%-50% of the school children in the state move and change schools each year; and

Whereas, The adoption of textbooks on a statewide basis insures that wherever a child goes in the California school system the same textbook will be available on the same basis; and

Whereas, Under the present procedure textbooks in grades 9 through 12 are adopted and purchased by each of the 812 high school boards of the State of California; and

Whereas, Such local boards do not have available the extensive and excellent review procedures as provided by the State Curriculum Commission; and

Whereas, These local boards are much more susceptible to economic and political pressure; and

Whereas, This type of adoption opens the door for many different textbook titles and an outlandish number of different editions, thus making the transition from one school to another extremely difficult for even the brightest student; and

Whereas, The mobility of students in grades 9 through 12 is equally as great as those in grades kindergarten through 8; and

Whereas, It is in the interest of uniformity and equality for all students regardless of race, color, creed, or national origin that the textbooks used in all California schools maintain the highest standards of quality and content; be it therefore

Resolved, That the California Labor Federation support legislative action to amend Chapter 2 beginning with Section 9301, and Chapter 4 beginning with Section 9951 of the Education Code, State of California, to provide for the uniform adoption of textbooks by the State Board of Education in all grades, kindergarten through 12, and to further provide that such state-adopted textbooks shall be pro-

vided free in grades kindergarten through 8 and that in grades 9 through 12 such uniformly adopted textbooks shall be purchased by the local boards from the State of California at the cost of manufacture and shipping.

Referred to Committee on Legislation.
Adopted, p. 57.

Compulsory School Attendance

Resolution No. 67—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Free public education for the children of all citizens on a mandatory basis has been the goal of organized labor for 125 years; and

Whereas, Codes of the State of California presently provide for compulsory education only between 6 and 16 years inclusive; and

Whereas, The dictates of modern technology make the acquisition of a high school diploma a prerequisite to even the most elementary employment; and

Whereas, The ability of young people to leave school at age 16 provides problems not only for the individual but for all society and particularly the welfare programs; be it therefore

Resolved, That the California Labor Federation in meeting assembled pledge themselves to the amendment through proper legislation procedures of Chapter 6, Article I, Section 12101 so that said Section would read as follows

"Section 12101. Each parent, guardian, or other person having control or charge of any child between the ages of 6 and 18 years, not exempted under the provisions of this Chapter, shall send the child to the public full-time day school for the full time for which the public schools of the city, city and county, or school district, in which the child lives, are in session."

and be it further

Resolved, That Section 12102 be amended to conform to the above Section 12101.

Referred to Committee on Legislation.
Adopted as amended, p. 57.

Treatment of Labor in Textbooks

Resolution No. 68—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Textbooks in the State of California presently leave a great deal to be desired in the manner in which the history and development of organized labor is portrayed; and

Whereas, Little, if any, attention is given to the role of organized labor in

the history and development of free public schools in these United States; and

Whereas, Our present textbooks are wholly inadequate in the areas of labor-management relations, labor legislation, and collective bargaining; and

Whereas, The effort of organized labor on the economy of this nation and the benefits derived therefrom through such programs as Unemployment Insurance, Disability Insurance, and Workmen's Compensation are almost wholly ignored; and

Whereas, The subject of labor law is not completely explained and the semantics used in the brief explanation provided are completely detrimental to the enlightenment of the student; and

Whereas, 80 percent of all the children starting in public school are destined to enter the labor market as wage earners or small businessmen; and

Whereas, The ability to adjust to this world of work is entirely dependent upon the type of education provided in our schools and by our textbooks; be it therefore

Resolved, That the California Labor Federation in meeting assembled urge that suitable legislation be enacted to amend Chapter 8 beginning with Section 7604 of the Education Code, State of California, to provide that textbooks adopted for use in the public schools of this state adequately and fairly cover the areas of labor-management relations, labor law, labor economics, and labor's role in the history and development of free public schools and of our nation.

Referred to Committee on Legislation.
Adopted, p. 57.

California Consumer Counsel

Resolution No. 69—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The wage-earner is a consumer whose economic gains, won for him by his union and the labor movement at the bargaining table, may be undermined and even cancelled out by deception, exploitation, and fraud in the market place; and

Whereas, The California Labor Federation, has long supported legislation and all efforts, voluntary and government-aided, to protect the wage-earner, the family consumer and the American public in the buying and use of goods and services; and

Whereas, With the full support of the Labor Movement, former Governor

Brown initiated legislation to establish the office of Consumer Counsel in California, and after passage of the legislation in 1959, appointed Mrs. Helen Nelson to that office; and

Whereas, The Consumer Counsel during Governor Brown's administration served the interests of the consumers with great competence through education, representation on behalf of the consumer before government agencies, support of protective legislation; and

Whereas, The Reagan Administration after firing Mrs. Nelson and the entire staff has downgraded the office of Consumer Counsel and reduced the staff and budget so that it is completely indifferent to the welfare of the consumer; and

Whereas, The California State Legislature has failed to enact needed legislation in the interest of the consumer and has repealed or emasculated important existing laws which would have provided some protection against the fraudulent practices of those who prey upon the consumer; and

Whereas, The voice of the consumer has been made weak and ineffective in California through the antagonism of the Reagan administration and many of the members of the Legislature; therefore be it

Resolved, That the seventh convention of the California Labor Federation urge the California Legislature and the State Administration to restore the office of Consumer Counsel to the position of importance intended by the law which established the office, with an adequate budget and competent staff, to serve the interests of the family consumer; and be it further

Resolved, That the Convention instruct its officers to initiate and support all legislation to benefit consumers and to protect them against frauds, deceptions, and exploitation in the market place of goods and services; and be it further

Resolved, That the California Labor Federation oppose all legislation and policies of governmental agencies which discriminate against the consumer such as exorbitant increases in public utility rates, deficiency judgments in automobile sales contracts, and the recent repeal of that section of the Rees-Levering Act which permits liens on real and personal property in automobile loans; and be it further

Resolved, That the California Labor Federation at this convention call upon

its officers and all its central bodies and affiliated unions to support and actively participate in the strengthening and building of an effective state-wide consumer organization composed of unions, coops, credit unions, women's clubs, welfare organizations, and other consumer groups to represent and work for the interests of consumers and that efforts be made to organize branches of this organization in all sections of the State; and be it further

Resolved, That the California Labor Federation encourage all central bodies and affiliated unions to enlarge and instigate programs of consumer education for the members and their families so that they may be informed of their rights and alerted to the dangers which confront them as consumers; and be it finally

Resolved, That this resolution be given the widest publicity within the labor movement and to the general public.

Referred to Committee on Legislation.
Adopted, p. 112.

Uniform Consumer Credit Code

Resolution No. 70—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, A special committee of the Commissioners on Uniform Laws has drafted a Uniform Consumer Credit Code covering retail installment sales, revolving credit accounts and small loans; and

Whereas, The draft code shockingly disregards the legitimate rights and needs of the consuming public by

1. Permitting interest rates of 36 percent a year and higher on installment contracts—double the already high amount now allowed;
2. Permitting the same rates on small loans, substantially in excess of present maximums;
3. Permitting loan companies to make many charges in addition to interest which they cannot legally make under present laws;
4. Abolishing numerous existing laws essential to the regulation of loan companies;
5. Wholly failing to strike a fair balance between the rights of the public and the rights of the credit extenders;
6. Failing to provide adequate enforcement machinery;
7. Failing to effectively regulate the sale of credit insurance in connection with small loans and installment sales; now therefore be it

Resolved, By the California Labor Federation that

(a) the California Labor Federation oppose enactment of the proposed Uniform Consumer Credit Code;

(b) the California Labor Federation vigorously urge the Commissioners on Uniform State Laws to reject the draft code;

(c) the California Labor Federation urge that if the Commissioners desire to draft legislation in this field it is essential that they reconstitute the drafting committee in such a manner that it will not, as at present, be dominated by the finance industry.

Referred to Committee on Resolutions.
Filed, pp. 103-04. Subject matter referred to Executive Council.

AID-United Givers

Resolution No. 71—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, During the year 1950, the labor movement in Southern California, in cooperation with leading citizens of the community, formulated a fund-raising organization known as AID-United Givers for the purpose of supporting health and welfare agencies; and

Whereas, The AID-United Givers concept, a federation of givers with control remaining in the hands of the donors themselves, allowing each donor, if he desires, to designate where his charity dollar should go, has proven to be a highly satisfactory and successful organization as a method for the labor movement to fulfill its obligation to the less fortunate in the community; and

Whereas, AID-United Givers is organized to give full community participation, in a program being governed by a tripartite Board of Directors, and through tripartite working committees composed of labor, management and the public; and

Whereas, During the fiscal year of 1967-68, AID-United Givers raised and distributed in excess of 14 and one-half million dollars for the support of worthy charities in Southern California and throughout the United States; and

Whereas, AID-United Givers in its 17 years of existence has raised and distributed more than 140 million dollars for charitable purposes; and

Whereas, AID-United Givers' low operational cost of approximately 3.9% assures the donor that his contribution reaches its intended source—to help the needy; therefore be it

Resolved, That the California Labor

Federation, AFL-CIO, re-indorse the AID-United Givers program; and be it further

Resolved, That the labor movement continue and urge increased participation of its affiliated unions and their members in labor's program, AID-United Givers.

Referred to Committee on Resolutions.
Adopted, p. 114.

Food Stamp Program

Resolution No. 72—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Food Stamp Program has brought an important benefit to tens of thousands of poor people; and

Whereas, The California Labor Federation, AFL-CIO, recognizes that there are several million poor people in need of food stamps who have been deterred from participating by the reluctance of some communities to adopt the program, by the relatively big portion of income sometimes required for food stamps, and by often inconvenient administrative channels; therefore be it

Resolved, That this seventh convention of the California Labor Federation, AFL-CIO, request that Congress enact changes in the Food Stamp Act to make this program attractive and available to all in need thereof as follows:

1. Provide that all states benefiting from Department of Agriculture farm subsidies shall also participate in the Food Stamp Program.

2. Reduce the proportion of family income required to purchase food stamps by 25%.

3. Provide for simplified application and certification procedures involving mail-in declarations which can be obtained at grocery stores and greater decentralization of stamp purchase facilities.

4. Provide for increased public education regarding nutritional requirements and the use of the Food Stamp Program.

5. Provide an open end appropriation in whatever amount is required to finance the fullest possible Food Stamp Program participation.

6. Reject any amendments or legislation which would make ineligible the families of persons engaged in a strike or labor dispute, or needy students.

Referred to Committee on Resolutions.
Adopted, p. 104.

Health and Welfare Plans

Resolution No. 73—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The unions of this state have negotiated health and welfare plans covering more than 1½ million members; and

Whereas, These union negotiated plans represent in excess of \$700 million annually; and

Whereas, The cost of medical and hospital care in California continues to rise two and a half times faster than the cost of living; and

Whereas, The quality of medical service and hospitalization continues to decline; and

Whereas, It has become increasingly essential that labor unions join together in discovering methods of providing better health care and service for their membership while at the same time reducing waste and inefficiency to the end that the member's welfare dollar will purchase for him the benefits he has every right to expect; be it therefore

Resolved, That the California Labor Federation in Convention assembled at Sacramento, California, go on record as approving (endorsing) the California Council for Health Plan Alternatives; and be it further

Resolved, That the California Labor Federation provide as much leadership as possible in insuring that the local unions and the State of California affiliate with the California Council for Health Plan Alternatives and lend every effort to this essential activity.

Referred to Committee on Resolutions.
Adopted, p. 104.

Amend Sec. 1252 of U. I. Code

Resolution No. 74—Presented by Los Angeles Co. Fed. 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 California Labor Federation instruct its legislative representatives to have introduced legislation amending Section 1252, California Unemployment Insurance Code to read that "holiday, vacation and severance pay accruing to an employee upon layoff is not to be considered as wages for the purposes of this section."

Referred to Committee on Legislation.
Adopted, p. 34.

Amend Sec. 1262 of U. I. Code

Resolution No. 75—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The State of California professes to be neutral as between employers and employees in the event of a trade dispute; and

Whereas, Employers by protesting claims in the period of a trade dispute can and do greatly delay the payment of claims to those eventually determined as eligible under Section 1262; and

Whereas, The delay in payment of benefits that ensues when employers appeal under Section 1262, allows the employers to exert economic pressure upon employees whose claims are appealed; and

Whereas, Employers involved in a trade dispute are not subject to any similar economic pressure under the provisions of the California Unemployment Insurance Code; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to work for an amendment of the Code that will prevent the abuse of Section 1262 as an instrument for putting economic pressure upon workers, either by making benefits payable immediately if the claimant is found eligible by the Department or by imposing a mandatory penalty upon employers whose appeals under Section 1262 do not prevail.

Referred to Committee on Legislation.
Adopted, p. 34.

Delete Sec. 1262 of U. I. Code

Resolution No. 76—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Under present regulations of the California Department of Employment, a worker who has seniority and is in layoff status may be arbitrarily recalled for work by the employer shortly before a trade dispute is about to begin, and denied unemployment benefits for refusing to cross a picket line; and

Whereas, The employers have been using this as a gimmick to chisel laid-off workers out of their unemployment benefits to harass the unions; therefore be it

Resolved, That the California Labor Federation 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.
Adopted, p. 34.

Amend Sec. 1253 (d) of U. I. Code

Resolution No. 77—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 California Labor Federation instruct our legislative representatives to seek to have amended Section 1253 (d) of the California Unemployment Insurance Code, whereby no claimant will be required to establish a waiting period for a new benefit year.

Referred to Committee on Legislation.
Adopted, p. 34.

Amend Sec. 1032 of U. I. Code

Resolution No. 78—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Many employers are notorious for using this section 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 behaviour by the employers causes undue hardship and distress on workers and their families; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to secure amendment of Section 1032 to provide no relief for an employer from reserve account charges where a discharge or quit occurs, unless the job opened is filled within a 5-day period following the termination.

Referred to Committee on Legislation.
Adopted, p. 34.

Amend Articles Nos. 3 and 4 of U. I. Code

Resolution No. 79—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Since the experience rating system for employer unemployment insurance tax charges went into effect in 1941, employers have insidiously twisted the law to evade their just payments; and

Whereas, Unemployment in California is in many aspects due to pernicious economic policies pursued and espoused by said employers, and is resulting in dangerous depletion of the unemployment insurance fund; and

Whereas, The additional 1.5 billion dollars that would have been paid by employers since 1941, had the original tax schedule remained in effect, would alleviate the present problem; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to secure repeal of the experience rating system and a return to a more equitable system of taxation to adequately maintain the California Unemployment Insurance fund.

Referred to Committee on Legislation.
Adopted, p. 34.

Legal Detention Not Disqualifying

Resolution No. 80—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, A serious travesty of justice was disclosed when adherence to strict technical interpretations of words found in the U.I. Code, a code of remedial law, was applied with the same intensity as if it were criminal law—as in the case of an unemployed worker who was held hostage, at gun-point, by escaped convicts, but was denied U.I. benefits because of unavailability; and

Whereas, The embarrassment and shamefacedness of the legislature and its interpreters was only partially overcome through the personal action the Governor took by offering to pay the claimant from his own pocket, and the subsequent amendments to the Code somewhat more clearly defining availability and qualifying detention of an illegal nature; and

Whereas, There has now come to light that such definitions and applications are still too vague and unjust and impractical, through the commissions of additional travesties, and in the hearts of good men of good intent in the legislature, additional embarrassment, as in the case of denial of benefits through unavailability because of legal rather than illegal detention, although the claimant was subsequently determined not to be guilty of any crime (the legal detention interpretation being applied by going out of the realm of the U.I. Code and into the Penal Code designed for the prevention of "false arrests suits"); and

Whereas, Such technical application, should in the portent of remedial law, be designed to help rather than to hinder or deny payment; and

Whereas, The state of California should not be made a laughing stock, through its unfortunate technical utilization of language interpretations in direct contradiction of the real purpose of such law as the U.I. Code; therefore be it

Resolved, That the California Labor Federation introduce amendments to the U.I. Code, whereby "legal detention", if the claimant is found not to be guilty, shall not be a disqualifying factor in his availability, or as a definition in the pursuit of a determination of a voluntary quit or discharge.

Referred to Committee on Legislation.
Adopted, p. 34.

Amend Sec. 2627 (b) of U.I. Code

Resolution No. 81—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The purpose and intent of disability insurance is to compensate in part for wage losses because of sickness or injury; and

Whereas, The imposition of a seven day waiting period, unless hospitalized, is not humane, but is by its presence, contradictory in principle and fact as specifically spelled out in Section 2601 which in part provides "to reduce to a minimum the suffering caused by unemployment resulting therefrom" . . . "shall be construed liberally . . ." "declared purpose to mitigate the evils and burdens which fall on the disabled worker and his family . . ."; and

Whereas, Many illnesses are, of themselves, serious, evil and do cause a burden and suffering to a sick or injured worker without necessitating hospitalization; therefore be it

Resolved, That the California Labor Federation recommend that the seven (7) day waiting period as provided in Section 2627 (b) be deleted, and that the legislative committee be instructed to urge passing of such deletion.

Referred to Committee on Legislation.
Adopted, p. 45.

Eliminate Sec. 2677 of U. I. Code

Resolution No. 82—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Section 2677 of the Unemployment Insurance Code presumes the disqualification of claimants for disability benefits where a disqualification has already been assessed under Section 1262 (which denies benefits to those claimants engaged in a trade dispute); and

Whereas, This presumption of "guilt" is contrary to the principles of Anglo-American Law; and

Whereas, This section causes undue distress to workers and their families, by forcing the sick or injured worker to bear the burden of truth at a time when he is physically incapacitated and unable

to continue to provide for his family; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to seek the repeal of Section 2677 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 45.

Amend Sec. 1256 of U. I. Code

Resolution No. 83—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Under Section 1256 of the California Unemployment Insurance Code unemployed workers are disqualified permanently for leaving work without good cause or being discharged for misconduct; and

Whereas, The original intent of Section 1256 was to temporarily disqualify workers for two (2) to five (5) weeks; and

Whereas, Now there is not only the supreme penalty imposed on workers who are terminated for misconduct, but also those workers who, through no fault of their own, were subject to a transfer or a cut in pay, and because of bad judgment chose to be laid off; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to work for a change in Section 1256 of the Unemployment Insurance Code to provide penalties commensurate with the reasons for separation, rather than imposing the same penalty for misconduct as for accepting a layoff in lieu of a downgrade.

Referred to Committee on Legislation.
Adopted, p. 34.

Amend and/or Cancel Sec. 1260 of the U. I. Code

Resolution No. 84—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, During the 1965 regular session of the Legislature, Section 1260, subsection A, of the Unemployment Insurance Code was amended; and

Whereas, Said amendment to Section 1260 of the Code is punitive, harsh and unreasonable to the extent that the penalty far outweighs the offense; and

Whereas, Said amendment to Section 1260 of the Code affords the employer a convenient opportunity to contest any applications for unemployment benefits; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to seek abolishment of sub-

section A of Section 1260 of the Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 34.

Amend Sec. 1252 of U. I. Code

Resolution No. 85—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Section 1252 of the Unemployment Insurance Code has been, in the past, liberally interpreted to provide that if a worker is unemployed during any given week, but shall be ill for one day, it shall not affect his receiving of benefits; and

Whereas, A recent decision of the Unemployment Insurance Appeals Board has held that in a given week of unemployment, a worker, if he should be ill, is considered unavailable for work during that week, even though he is available every other day of that week; and

Whereas, This precedent of the Board affects the benefits that may be due a worker, and may affect all workers in the State of California at some time or another during periods of unemployment; therefore be it

Resolved, That the California Labor Federation request its legislative representatives to amend Section 1252 of the Code to provide that a worker's illness for one or more days within a given week of unemployment shall not affect his receiving benefits stipulated elsewhere in the Code; and be it further

Resolved, That if it is found desirable, the claimant be required to produce medical evidence of his illness.

Referred to Committee on Legislation.
Adopted, p. 34.

U.I. and Electronic Equipment

Resolution No. 86—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, A task force appointed by Governor Ronald Reagan, composed of "supposed" business leaders throughout the State of California, recently presented their report to the Governor of California; and

Whereas, Said task force recommended that on personnel interviews conducted within offices of the Unemployment Insurance program of the California State Department of Employment, there be monitoring with the use of electronic recording equipment; and

Whereas, This same task force has recommended that hearings held before the Unemployment Insurance Appeals Board be reported through the use of electronic

recording equipment, which would bring about the elimination of shorthand reporting; and

Whereas, Should electronic recording equipment be used as indicated above, it would effect a permanent elimination of personal contacts between claimants and departmental employees; and

Whereas, Electronic recordings would no doubt be made available to claimants and their representatives at a tremendous cost to said claimants; therefore be it

Resolved, That the California Labor Federation request its legislative representatives to oppose any action on the part of the California Department of Employment and/or the Unemployment Insurance Appeals Board to permanently use in their operations electronic recording equipment in interviews or appeals procedures.

Referred to Committee on Resolutions.
Adopted as amended, pp. 104-06.

Amend Sec. 1279 of U.I. Code

Resolution No. 87—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Section 1279 provides in part that "however, earnings up to twelve dollars (\$12.00) a week for which benefits are claimed, will not be deducted from the claimant's weekly benefit amount;" and

Whereas, The economic structure of the State of California has tremendously expanded and living costs have risen since 1959 by many percentage points, it now becomes necessary to amend this Section of the Code; and

Whereas, The Code requires that a claimant report all earnings in any given week during which he may be unemployed, and this may bring about a reduction of the benefit payment allowed under the Code; therefore be it

Resolved, That Section 1279 be amended to raise the amount stipulated in the Code from twelve dollars (\$12.00) to the amount of twenty-five dollars (\$25.00), which would make the Code read, in part, "... in excess of twenty-five dollars (\$25.00) ..."

Referred to Committee on Legislation.
Adopted, p. 34.

Amend Secs. 1253 C and 1257 B of U.I. Code

Resolution No. 88—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The terms "refusal of suitable work" and "not available" are wholly unrelated and separate reasons for ineligibility for unemployment benefits; and

Whereas, The two are often used in conjunction, in a fishing expedition to sustain a disqualification for one reason or the other; and

Whereas, If an individual is not available for work, he is not effectively in the labor market; and

Whereas, A refusal of suitable work implies that the individual is actively in the labor market, and has refused some particular offer of suitable work; and

Whereas, The reasons for refusal of suitable work may disclose restrictions that indicate that the individual is not available for suitable work; therefore be it

Resolved, That the California Labor Federation support the view that a finding of unavailability is incompatible with the finding of a refusal of suitable work without good cause; and be it further

Resolved, That the California Labor Federation instruct its legislative representatives to prepare legislation to prohibit the practice of imposing a disqualification under Section 1253 C and Section 1257 B on the same set of facts.

Referred to Committee on Legislation.
Adopted, p. 34.

Add Dependency Benefits to U.I. Code

Resolution No. 89—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, A basic purpose of California Unemployment Insurance legislation is to ease the burden of involuntary unemployment on the unemployed worker and his family; and

Whereas, Existing legislation does not provide for the relating of benefit rates to the cost of necessities of life for families of different sizes, and makes no distinction between an unemployed single person and the unemployed breadwinner for a family; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to secure additions to the State Code to provide for dependency benefits as presently are enacted into the Michigan Unemployment Insurance Act, or a minimum of \$5.00 additional added to the weekly benefit for each dependent, the total not to exceed \$35.00.

Referred to Committee on Legislation.
Adopted, p. 33.

Amend Sec. 1030.5 of U.I. Code

Resolution No. 90—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The addition of Section 1030.5 at the last legislative session recommended that in the interest of fairness,

justice and logic the employer is and by right should be a responsible party in the accumulation and presentation of evidence that carries great weight in the ultimate determination of a claimant; and

Whereas, There has already developed a preponderance of cases showing the existence of willful misstatements by employers, proving the justification of 1030.5; and

Whereas, The employer's words and statements, or those of his agent, have in practice been the basic reason which initiates a 1257 determination against a claimant; and

Whereas, The disclosure that a violation of 1030.5 by its very nature may not manifest itself until the procedures of an appeal and hearing take place; and

Whereas, There exist no provisions in the code that a 1030.5 violation should be initiated if such violation is eventually brought to light during the appeal hearing procedure, nor does it stipulate who should initiate such action; and

Whereas, Those employers whose contributions to their reserve accounts, based on their experience rating are at a maximum, become, in fact, exempt from the provisions of 1030.5, and as such may commit and continue to commit willful and wanton misstatements and misrepresentation of the facts, thus relegating claimants under the jurisdiction of such employer's reserve accounts to an untenable position in which there is no redress nor equality of justice; and

Whereas, Such employers have and can continue to falsely represent, without the presence of due process for such violations, thus establishing a status of immunity for such specific employers; and

Whereas, Such status of immunity is not consistent with the purposes and intent of the law, justice and the code; therefore be it

Resolved, That the California Labor Federation recommend that the referee be empowered to instruct the Department of Employment to charge an employer with a 1030.5 violation, if in his opinion, at a referee hearing, such evidence is disclosed; or, in such event it be incumbent on the referee, as an officer of judicial status of the Department of Employment to charge that such employer has a 1030.5 violation and that it be reduced in writing and entered into the referee's decision, and that the legislative committee be urged to pass such amendment; and be it further

Resolved, That the California Labor Federation support the view that, in the event that an employer is contributing the maximum amount to his reserve account at the time he is found to be in violation of 1030.5, an amount equal to the reserve account charge penalty which would have been imposed for such violation, be in the form of a cash penalty to such employer; and be it further

Resolved, That the California Labor Federation instruct the legislative committee to work for an additional amendment of 1030.5 to rectify this present inequality of justice.

Referred to Committee on Legislation.
Adopted, p. 34.

Discharge for Garnishment Not Disqualifying

Resolution No. 91—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Credit systems and installment buying have become an accepted way of life for the vast preponderance of the labor force; and

Whereas, The rates of interest and premiums and charges and fees are indeed heavy and lucrative enough to have made the credit industry one of huge proportions; and

Whereas, There are built into the law sufficient safeguards and processes to insure the methods and collections of payments, including enforceable government procedures; and

Whereas, Collection agencies in their utilization of legal technicalities beyond the comprehension and scope of the average worker have secured, without rebuttal, without hearing, garnishment both justified and unjustified; and

Whereas, Employers, utilizing their arbitrary prerogative have summarily discharged such garnisheed worker on the pretext that the presence of a garnishment is an act of misconduct; and

Whereas, The Department of Employment in its interpretation of unilateral employer procedures identifies such discharge as a "breach of reasonable rules" and disqualifies the claimant, has misused and misinterpreted the purposes for which unemployment insurance benefits were instituted; and

Whereas, The claimant, so discharged, is further injured by the Department of Employment, which by its action has joined with the employer and the credit company in punishing the claimant; and

Whereas, It is not justifiably in the

realm of the Department of Employment to be a partner with the employer and the credit or collection agency in the pursuit of chastisement or penalization of a person already denied his job by the unilateral action of the employer by additionally denying him U. I. benefits; now, therefore, be it

Resolved, That the California Labor Federation urge the enactment of a new section of the U. I. Code that specifically exempts discharged garnisheed workers from disqualification of U. I. benefits.

Referred to Committee on Legislation.
Adopted, p. 33.

Amend Article 3 of U. I. Code re Appeals Board

Resolution No. 92—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The 1967 session of the Legislature amended Article 3 of the Unemployment Insurance Code to provide that the Unemployment Insurance Appeals Board would consist of five (5) members, appointed by the Governor, and subject to the approval of the Senate; and

Whereas, Said amendment provides that two (2) of the members of the Appeals Board should be attorneys-at-law admitted to practice in the State of California; and

Whereas, No provision is made in the Code to have a membership balance between appointees from the areas of management, the public, or the working force of the state of California; and

Whereas, The California Unemployment Insurance Appeals Board is quasi-judicial in nature, acting as the final body to determine, based upon actual facts, whether or not a claimant should or should not be entitled to the benefits provided under the Code and/or such other matters coming under the jurisdiction of the California State Department of Employment; now, therefore, be it

Resolved, That legislation be enacted to provide that at least two (2) members of the California Unemployment Insurance Appeals Board must be appointed from the ranks of organized labor in California; and be it further

Resolved, That the Governor notify the California Labor Federation, AFL-CIO, of any pending vacancies on the California Unemployment Insurance Appeals Board, so that the State Federation and its affiliated Locals and Councils may nominate, to the Governor, candidates qualified for the appointment. Notice is to be given ninety (90) days be-

fore the appointment is to be made; and, be it further

Resolved, That candidates from labor need not be attorneys, since many are highly-skilled and experienced in the art and practice of representing workers before various Federal, State and County Commissions and Boards, including Referees of the California Unemployment Insurance Appeals Board, and before the California Unemployment Insurance Appeals Board itself.

Referred to Committee on Legislation.
Adopted, p. 33.

Amend Sec. 1262 of the U.I. Code

Resolution No. 93—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The state of California has, over the years, reached for and achieved the rank of being the greatest state in the union; first in population, first in growth, but more important, first in its concern for the needs, interest and activity of its residents; and

Whereas, The dynamic growth and the subsequent problems resulting have disclosed an outmoded and archaic outlook and position manifested in the U.I. Code, as set forth in Section 1262, whereby impractical and illogical and arbitrary status is applied to workers, who have, through their God-given and constitutional rights, found no alternative in the registering of their protests but to seek economic recognition through their bonafide unions with strike sanction and strike action; and

Whereas, The present language of Section 1262 sees and seeks no solution or time element or justification, but simply and concisely labels and stigmatizes such citizens and workers, and literally relegates them to the position of dole status and actually wipes them off as useful members of the community and the economy; and

Whereas, Such position is not the neutral position alleged and designed to be that of the government, but rather, in fact, one of aiding and abetting the employers, because this economic, irrelevant and inhumane suppression of workers through the denial of U.I. benefits at such times is truly one-sided and management biased; and

Whereas, This unilateral anti-labor attitude is not in the interest of the economic stability of the state; is not in the interest of the general welfare of the state; is not in the interest of the dem-

ocratic neutrality incumbent upon the state to take at such times; and

Whereas, Other great and industrial states of the union, have, over the years recognized the fallibility of such heavily weighted pro-management attitudes, specifically with reference to labor disputes and how such positions only lend themselves to the prolongation of such disputes and lead to chaos, individual and moral and economic bankruptcy; and

Whereas, This serves only to identify the state as being in the reprehensible position of acting as a strike breaker; and

Whereas, THESE OTHER STATES HAVE TAKEN A LONG AND HARD LOOK AT CORRECTING SUCH INEQUITIES and indeed have already to a degree accomplished this in New York, Rhode Island, Massachusetts and West Virginia through amendments in their trade dispute sections of their Unemployment Insurance Codes; and

Whereas, California has not kept pace with its leadership in this field as it has in others, which by such inaction must of necessity have serious effects in the maintaining and going forward in its leadership to being the first and best and most progressive state in the Union; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to most strenuously urge the legislative bodies of the State of California to draft amendments to revise Section 1262 of the U.I. Code:

a) which would apply presence of justice, logic and practicality through the institution of a one to five week deferred payment plan on trade disputes.

b) which would exempt from disqualification any worker involved in a trade dispute wherever the employer has failed to fairly and faithfully bargain collectively and/or has been found guilty of unfair labor practice by the National Labor Relations Board or the Labor Code of the State of California.

Referred to Committee on Legislation.
Adopted, p. 44.

Amend Sec. 927 of U.I. Code

Resolution No. 94—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Section 927 of the Unemployment Insurance Code now reads, "If tips or gratuities are customarily received and retained by a worker in the course of his employment from persons other

than his employing unit, and if such tips or gratuities, or such tips or gratuities plus the excess of the minimum wage required to be paid by law over and above the amount of such tips or gratuities, constitute substantially the only wage payable to the worker, then the tips or gratuities shall be treated as wages paid by his employing unit. The reasonable amount of tips and gratuities may be estimated pursuant to authorized regulations"; and

Whereas, Employees engaged in the culinary crafts, such as waiters and waitresses are faced with the problem of reporting all tips and gratuities for which they should be given credit in the determining of earnings for Unemployment Insurance benefits; and

Whereas, There is a need to determine once and for all, and specifically spell out in the Code, that tips and gratuities shall be construed as wages, and so reported by employers; and

Whereas, "Banquet waiters" are at the mercy of employers who contract with patrons for banquet facilities, and included in the contract are the use of the facilities, serving of food, bar facilities and personnel. They do pre-determine in the contract the amount of tips or gratuities to be paid to "banquet waiters;" and

Whereas, "Banquet waiters" may receive their tip or gratuity on the day they perform the service; or, by union contract, they may receive their tip or gratuity at some future time, as much as thirty (30) days from the time such service is performed. The Code should be clarified as to how the employer should apply the tip or gratuity — to the day the service is performed, or the day on which the "banquet waiter" actually receives the money under the terms of the union agreement; therefore be it

Resolved, That the California Labor Federation request its legislative representatives to amend Section 927 of the Unemployment Insurance Code to read: "Tips or gratuities shall be treated as wages paid by an employing unit; and the amount of tips or gratuities may be estimated pursuant to authorized regulations"; and be it further

Resolved, That the Code be amended to find that tips involving and received by waiters and/or waitresses shall be construed as wages, and that they should be allocated to the period during which they are received by the claimant.

Referred to Committee on Legislation.
Adopted, p. 44.

Amend Women's Eight-Hour Law

Resolution No. 95—Presented by Office and Professional Empls. No. 3, San Francisco.

Whereas, Management, for the most part, is interested in a maximum amount of return on dollars invested, and a minimum amount of output in dollars for overhead and labor costs; and

Whereas, This theory was firmly implanted by management into the thinking of the California Federation of Business & Professional Women's Clubs, with the assistance of the promoters of AB 1030; and

Whereas, the principal promoters were the California Manufacturers Association and the California Conference of Employers, who claimed that this bill would give equality of earning and promotional capabilities to women workers; and

Whereas, Since these promoters were successful in undermining the state's historic Eight-Hour Law (Section 1350) of the State Labor Code, which protected women workers from excessive labor and exploitation, by increasing the eight (8) hour day to a maximum of twelve (12) hours a day, and 58 hours or seven (7) days a week, formula as follows:

- (A) One and one-half (1½) times the employee's regular rate of pay for all hours worked in excess of eight (8) hours up to and including twelve (12) hours in any one day, and for the first eight (8) hours worked on the seventh (7th) day; and
- (B) Double the employee's regular rate of pay for all hours worked in excess of twelve (12) hours in any one day, and for all hours worked in excess of eight (8) hours on the seventh (7th) day; and

Whereas, This amendment of the Labor Code has created a hardship on thousands of women in California, including our own members; therefore be it

Resolved, That the California Labor Federation, at their Seventh Convention, assembled in Sacramento, California, officially go on record to protest this reactionary amendment to the Labor Code which is destroying benefits that organized labor has fought to win and preserve; and be it further

Resolved, That the California Labor Federation take measures to institute new legislation to correct the inequities

in Section 1350 of the Labor Code relating to hours of work; and be it finally

Resolved, That all Central Labor Councils 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 be informed of this action.

Referred to Committee on Legislation.
Adopted, p. 112.

Government Contracts and NLRB

Resolution No. 96—Presented by Amalgamated Clothing Wkrs. No. Calif. Jt. Bd., San Francisco.

Whereas, The United States Government is the largest single purchaser of goods and services in the country, and as such, the policies it follows in the procurement of these goods and services can have a substantial impact not only on the economy of the country, but can also assist in effectuating other national policies; and

Whereas, One national policy that has been completely ignored by Federal procurement agencies is that contained in the National Labor Relations Act, which guarantees workers the right to join labor unions and to engage in other concerted activities; and

Whereas, Many employers who have violently and illegally fought the unionization of their employees did so while receiving government contracts totalling millions of dollars, such as the J. H. Rutter-Rex Mfg. Co. Inc. of New Orleans and the J. B. Stevens Co.; and

Whereas, The President's Executive Order No. 11246 on "Equal Employment Opportunity" provides that government contracts be withheld from employers who discriminate among their employees "because of race, color, religion, sex or national origin," thus recognizing the obligation of the government to aid and assist in the establishment of recognized national policies; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urge the President, by Executive Order, to bar government contracts to employers who have been found guilty by the National Labor Relations Board of violating the Federal Labor laws so long as they persist in such violations.

Referred to Committee on Resolutions.
Adopted, p. 105.

Support Farm Workers

Resolution No. 97—Presented by Amal-

gamated Clothing Wkrs. No. Calif. Jt. Bd., San Francisco.

Whereas, The heroic strike of California's grape strikers which began on September 9, 1965, seeks to end the poverty, insecurity, and indignity of farm workers employed in the state's largest industry, the \$4 billion agribusiness; and

Whereas, The United Farm Workers Organizing Committee, AFL-CIO, is endeavoring to obtain recognition as the collective bargaining representative of the workers employed by the grape growers of California; and

Whereas, Farm workers, by their exclusion from the provisions of the National Labor Relations Act, do not have the same rights and safeguards as other workers to select a union and to engage in collective bargaining; and

Whereas, Farm workers are further deprived of the rights enjoyed by other workers by exclusion from the nation's unemployment insurance system; inferior and inadequate coverage under the Fair Labor Standards Act and under the Social Security Act; and discriminatory treatment in state laws affecting labor; and

Whereas, The grape growers rejected all attempts by the United Farm Workers to establish that they represented a majority of the grape workers, thus driving the union to strike and to boycott; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, call upon its affiliates to actively support the grape strike and the consumer boycott of all California table grapes and to render all possible financial aid; and be it further

Resolved, That the Federation and its affiliates request the appropriate government agencies to refrain from any government purchases of California grapes; and be it further

Resolved, That the Federation direct its efforts in Congress and in the State Legislature to extend to farm workers the same coverage and rights which other workers enjoy; specifically, inclusion under the National Labor Relations Act; full and equal coverage under the Fair Labor Standards Act; coverage under the unemployment insurance system; full and equal coverage under the Social Security Act; and equal treatment in state law.

Referred to Committee on Resolutions.
Adopted, p. 62.

Union Insurance Agents

Resolution No. 98—Presented by Insurance Wkrs. No. 83, Burbank.

Whereas, The principle of patronizing Union-made goods and Union services has been advocated by organized labor from the earliest days of its existence; and

Whereas, The principle has proven itself to be sound on both moral and economic grounds wherever it was applied in an intelligent and collective fashion; and

Whereas, The fundamental principle applies to insurance with the same force and for the same reasons that it applies to any other commodity or service, and particularly so when we are mindful of the fact that when an insurance company formulates an insurance policy all of the benefits that the insured is to receive—as well as the cost of the policy, whether the insurance policy is sold by a union insurance agent or by a non-union insurance agent—all the benefits and the cost to the insured are identical. In view of these considerations, there is every reason why organized labor ought to transact all insurance matters with members of the Insurance Workers International Union, AFL-CIO. In view of these practical and moral reasons; therefore be it

Resolved, That this convention of the California Labor Federation, AFL-CIO, earnestly declare that the time-honored principle of patronizing union-made goods and union services is as applicable to the purchase of insurance as it is to the purchase of any other commodity or service; that it is just as unfitting for an officer or member of organized labor to patronize a non-union insurance agent; and be it further

Resolved, That this convention respectfully but urgently call upon all affiliated unions to transact all insurance matters with members of the Insurance Workers International Union, AFL-CIO, if available under the circumstances at the time of purchase.

Referred to Committee on Resolutions.
Adopted, p. 106.

Excessive Use of Police Power

Resolution No. 99—Presented by Am. Fed. of State, Co., & Munic. Empls. No. 1695, Berkeley.

Whereas, Police in many cities have brutally attacked organized groups of citizens peacefully assembled to redress their grievances; and

Whereas, This excessive use of police power has been used against members of the labor movement, students, and minority ghetto inhabitants, all striving to secure their rights and improve conditions in their society; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, condemn these police actions and calls for the disarming and community control of the police.

Referred to Committee on Resolutions.
Filed, p. 80. Subject matter referred to Executive Council.

Support UFWOC Strike

Resolution No. 100—Presented by Am. Fed. of State, Co., & Munic. Empls. No. 1695, Berkeley.

Whereas, Farm workers in California are waging a militant battle to secure decent wages and working conditions; and

Whereas, California grape growers stubbornly refuse to recognize their union and treat these workers with dignity and respect; and

Whereas, The consumer boycott of table grapes can be an effective weapon in their struggle; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, strongly support the strike of the United Farm Workers Organizing Committee, AFL-CIO and pledge financial assistance and full support of the consumer boycott of table grapes.

Referred to Committee on Resolutions.
Filed, p. 62. See Resolution No. 97.

Immediate Withdrawal from Viet Nam

Resolution No. 101—Presented by Am. Fed. of State, Co., & Munic. Empls. No. 1695, Berkeley.

Whereas, The war in Viet Nam has wrought immeasurable destruction and death; and

Whereas, Over 26,000 American men have died in that war; and

Whereas, The financial cost of the war deprives our country of funds greatly needed for the solution of severe domestic problems; and

Whereas, The war has caused a rising inflation and tax increase, considerably decreasing the buying power of working people; and

Whereas, The continuance of the war threatens the right of organized labor in many industries to strike; therefore be it

Resolved, That the California Labor

Federation, AFL-CIO, call for the immediate withdrawal of United States troops from Viet Nam and a ceasefire.

Referred to Committee on Resolutions.
Filed, p. 101. See Policy Statement XIII.

Dues Checkoff for U.C. Employees

Resolution No. 102—Presented by Am. Fed. of State, Co., & Munic. Empls. No. 1695, Berkeley.

Whereas, Vigorous attempts are being made to organize employees of the University of California; and

Whereas, These attempts are greatly hampered by the lack of dues checkoff legislation; and

Whereas, Dues checkoff is already enjoyed by most employees in this state; and

Whereas, A dues checkoff bill for University employees recently passed the State Assembly and came close to passing the State Senate; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, give first priority in its legislative campaign in the coming year to the passage of dues checkoff legislation for University of California employees.

Referred to Committee on Legislation.
Adopted, pp. 112-13.

Collective Bargaining for Public Employees

Resolution No. 103—Presented by Am. Fed. of State, Co., & Munic. Empls. No. 1695, Berkeley.

Whereas, Labor unions representing public employees in California have faced a strong resistance by the employers to the establishment of collective bargaining agreements; and

Whereas, A growing number of California public employees are joining public employee unions; and

Whereas, Their position as "public servants" is used to deny public employees their right to strike for their betterment, strikes being the strongest and most important weapon of organized labor in its struggle against recalcitrant employers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO shall work vigorously for collective bargaining legislation for public employees and for their right to strike.

Referred to Committee on Legislation.
Adopted, p. 113.

Social Security and Public Assistance

Resolution No. 104—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Every research into poverty in America and in California in recent years has established the fact that the vast majority of older people who subsist on the categorical program of Old Age Assistance, or Social Security payments so low that they must be supplemented by Old Age Assistance grants, are living below the poverty line; and

Whereas, These facts of poverty were recognized by the Congress when it increased the Social Security grants to the aged and disabled by 13% and authorized the states to pass on this increase up to \$7.50 per month without further deduction from the supplemental categorical aid grant to aged and totally disabled; and

Whereas, The California Legislature voted to pass on this authorized increase to the needy aged and totally disabled of this State without deduction from the categorical aid grants; and

Whereas, This humane legislation was twice vetoed by Governor Reagan and the money which was intended to alleviate the poverty of these destitute senior citizens and totally disabled persons was transferred into the State's general fund to enable this Administration to show a surplus of several million dollars; therefore be it

Resolved, That the Seventh Convention of the California Labor Federation instruct the officers to take the necessary steps to get this legislation passed in the next session of the Legislature and urge the Governor to sign it in order to restore this meager increase to those needy aged and disabled who must rely upon State public assistance to supplement their Social Security grants; and be it further

Resolved, That the unions of the California Labor Federation join with other community organizations, senior citizen groups, and welfare organizations to support and work for the passage of this legislation, and all legislation, federal and state, in the future designed to pass along these increases to the recipients of public assistance.

Referred to Committee on Legislation.
Adopted, p. 58.

In Memoriam

Resolution No. 105—Presented by Executive Council, California Labor Federa-

tion, AFL-CIO, San Francisco.

Whereas, Since the 1966 convention of the California Labor Federation, AFL-CIO, Vice Presidents Arthur F. Dougherty and Harry Hansen, many other trade union leaders, rank-and-file members, and close friends of organized labor, have passed away; and

Whereas, These leaders and individuals made a major and significant contribution to the labor movement through their dedicated efforts on behalf of working people; and

Whereas, Their passing has left a great void in the lives of their many union brothers and sisters; therefore be it

Resolved, That the Seventh Convention of the California Labor Federation, AFL-CIO, express our deep-seated sorrow over the loss of these deceased brothers and sisters, and our appreciation of their many generous contributions to the labor movement by observing a moment of silence before adjourning.

Referred to Committee on Resolutions.
Adopted, p. 106.

Per Capita Tax

Resolution No. 106—Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, It is common knowledge that since the creation of the California Labor Federation, AFL-CIO, by merger some ten years ago, salaries and necessary expenses of the Federation have substantially increased; and

Whereas, There has been no adjustment in the per capita tax of the Federation since the date of the merger; and

Whereas, It is necessary that the Federation be adequately financed in order to insure the continuance of necessary services to its affiliates; and

Whereas, It is the consensus of the Executive Council that this financing can be adequately provided if the per capita tax is increased from 5c to 8c per month; now therefore be it

Resolved, That the Constitution is amended as follows:

#1: Article XIII—Revenues—Section 1(b), page 31, line 4, is amended by striking "5" and inserting "8."

#2: Article XV—Conventions—B—Representation—Section 3 (a), second paragraph, page 38, is amended at lines 16 and 17, by striking "one hundred twenty" and inserting "one hundred ninety-two."

Such changes in per capita tax are to be effective commencing with

the month of January, 1969. If at the time of the holding of the next convention less than 24 months at the 8c per capita have elapsed as of the computation date the missing months shall be computed at the 5c rate to insure full representation at such convention.

Referred to Committee on Constitution.
Adopted, p. 73.

Tips to be Included as "Wages"

Resolution No. 107—Presented by State Council of Culinary Workers, Bartenders and Hotel/Motel Service and Club Employees, Long Beach.

Whereas, Under existing law, "contributions" for purposes of California Unemployment and Disability Compensation, are based on "wages"; and

Whereas, Under said existing state law, tips are seldom included as wages for purposes of unemployment and disability contributions; and

Whereas, A difference in legislative treatment has been recognized in part on the state level where tips and gratuities are recognized as wages under Workmen's Compensation Laws, and consequently, employees injured on the job receive commensurately higher workmen's compensation benefits; and

Whereas, Currently under state law—without including tips as wages—the unemployed, ill or disabled employee receives only a minimum weekly benefit—this at a time when he most needs financial help; and

Whereas, A significant portion of the total income of numerous workers in many industries is derived from tips; and

Whereas, Under current law these tip category employees are consequently deprived of the full unemployment and disability benefits provided by law; and

Whereas, Employees working in tipping classifications are required by federal law to report to their employers no less often than monthly all tips earned by the employee; and

Whereas, The employer is required by federal law to withhold income and social security taxes on tips reported, the same as regular wages earned; therefore be it

Resolved, That the Unemployment Insurance Code be amended to provide that tips shall be included as wages for purposes of Unemployment and Disability Compensation "contributions" so that the contributions and resulting benefits will be based on the true total wage income

of tip category employees; and be it further

Resolved, That the California Labor Federation, AFL-CIO, through its Legislative representatives prepare and introduce such legislation as is necessary to secure passage of the intent of this resolution at the forthcoming session of the Legislature.

Referred to Committee on Legislation.
Adopted, p. 113.

Amend Sec. 1259 C of U.I. Code

Resolution No. 108—Presented by State Council of Culinary Workers, Bartenders, Hotel/Motel Service and Club Employees, Long Beach.

Whereas, Many Union members are being disqualified for unemployment benefits, or being required to accept employment in non-union establishments at less favorable conditions of employment and thereby generally suffer loss of Health and Welfare coverage and time accrued toward pension benefits; and

Whereas, This forced employment in non-union establishments at substantially less favorable conditions is detrimental to the union member and to the proprietors of the establishments having union contracts; and

Whereas, Under Section 1259 B of the California Unemployment Insurance Code the individual can refuse a work referral if the wages, hours or other conditions of the work offered are substantially less favorable to the individual than those prevailing for similar work in the area; and

Whereas, Under Section 1259 C the individual is likewise permitted to refuse work, if as a condition of employment, he were required to join a company union or to resign or refrain from joining any bonafide labor organization; and

Whereas, The practical effect of these sections is to impose upon the individual the extremely difficult requirement of establishing the level of wages and other conditions of employment which prevail in the locality where he is offered employment; and

Whereas, In the vast majority of cases the individual would lack the means to make the showing required to justify his refusal, thereby resulting in the applicant's disqualification for benefits; and

Whereas, The industrial realities are that business concerns signed to a union contract pay wages, vacations, holidays and generally are required to make contributions to Group Medical Insurance

and Pension Plans, for the benefit of the employees and their dependents; and

Whereas, Non-union business concerns conversely in the vast majority of the cases would not meet such conditions. Consequently, the refusal to work for a non-union business concern is tantamount in all practical effect to the refusal to work for firms which offer working conditions "substantially less favorable" than those prevailing for similar work in the locality; and

Whereas, Proof by the individual of a business concern's non-union status would be available to the individual to a far greater extent than the difficult and oftentimes nebulous proof that a business concern in some way does not meet the conditions of work prevailing in the locale; and

Whereas, It is submitted that the proposed amendment would give meaning to and make workable and carry out the legislative intent of Section 1259 B; therefore be it

Resolved, That the California Labor Federation initiate legislation to amend Section 1259 C of the California Unemployment Insurance Code to read: "If, as a condition of being employed, the individual would be required to join a company union, or to resign from or refrain from joining any bonafide labor organization" (by adding) "to work in any establishment which is not signatory to a Collective Bargaining Agreement with a bonafide Labor Union as defined by the Labor Code"; and be it further

Resolved, That the California Labor Federation, AFL-CIO, include this amendment in its legislative program and take all necessary action to carry out the intent of the resolution.

Referred to Committee on Legislation.
Adopted, p. 113.

Service Contract Act of 1965

Resolution No. 109—Presented by State Council of Culinary Workers, Bartenders, Hotel/Motel Service and Club Employees, Long Beach.

Whereas, The Service Contract Act of 1965 has recently been adopted by the Congress of the United States and signed into law by President Lyndon Johnson; and

Whereas, The Service Contract Act of 1965 provides that contractors supplying certain services to the Federal Government (including food service, housekeeping service, custodial and janitorial service, guard service, laundry and dry clean-

ing service, packing and crating service, and other services) are required to pay their employees wages and fringe benefits at the prevailing rates for employees in the locality; and

Whereas, The Service Contract Act of 1965 extends to service workers benefits similar to those afforded construction workers under the Davis-Bacon Act and provides to service workers much needed protection against the payment of substandard wages and the maintenance of substandard conditions by service contractors operating under contracts with the Federal Government; and

Whereas, The State of California requires the payment of wages at the prevailing rate to employees working on state, county, city and other public construction projects, but does not provide similar protection to employees of service contractors operating under contracts with such public entities; and

Whereas, In the absence of the enactment by the State of California of a statute similar to the Service Contract Act of 1965, contractors operating under service contracts with state and local entities remain free to pay their employees substandard wages and thereby to affect adversely the economic rights of all service employees; and

Whereas, We believe that it is now necessary for the State of California to enact a statute similar to the Service Contract Act of 1965 in order to extend to employees of the state and local public works contractors, and in order to extend the same protections now enjoyed by employees working for state and local public works contractors, and in order to extend the same protections now enjoyed by employees working for federal service contracts to employees working for state and local service contractors; therefore be it

Resolved, That the legislature of California be urged by the California Labor Federation to enact a statute to the Service Contract Act of 1965, which statute would provide that service contractors operating under contracts with the State of California, counties, cities or other local entities, be required to pay their employees wages and fringe benefits at the prevailing union rate and union fringe benefits in the locality.

Referred to Committee on Legislation.
Adopted, p. 113.

Amend the Bankruptcy Act

Resolution No. 110—Presented by State Council of Culinary Workers, Bartenders and Hotel/Motel Service Empls., Long Beach.

Whereas, The Supreme Court of the United States has held, in the case of *United States v. Embassy Restaurant, Inc.*, 359 U.S. 29, 79 S.Ct. 554 (1959), that contributions by an employer to health and welfare funds established pursuant to and required by a collective bargaining agreement, are not entitled, in bankruptcy, to priority as being "wages due to workmen" under the Bankruptcy Act; and

Whereas, Contributions to health, welfare and pension funds have been held to be wages by United States Courts under the National Labor Relations Act and the Social Security Act; and

Whereas, Such contributions are in fact compensation for services rendered, rather than gifts, and are regarded as the equivalent of wages by all parties to collective bargaining agreements; and

Whereas, Employees will be denied the benefits of all health, welfare, and pension plans, or will have to bear the costs of these benefits directly if the employer's contributions are not made; and

Whereas, such loss would be as burdensome to an employee as the direct loss of wages in a similar period; and

Whereas, The basic purpose of the priority granted to wages, to alleviate the difficulties of employees of a bankrupt business during a resulting period of unemployment would be well served by including health, welfare and pension fund contributions under the term wages for purposes of the priority; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, request that the National AFL-CIO submit appropriate legislation to the Congress of the United States to amend the Bankruptcy Act so as to grant such contributions the same priority now granted to wages or to include such contributions within the definition of the term "wages" for the purposes of the Bankruptcy Act.

Referred to Committee on Resolutions.
Adopted as amended, p. 105.

Determination of Wage and Benefit Claims

Resolution No. 111—Presented by State Council of Culinary Workers, Bartenders, Hotel/Motel Service and Club Employees, Long Beach.

Whereas, The laws of the State of California are inadequate to assure working people of the right to receive their wages promptly, fail to adequately guarantee that they will receive health and welfare benefits pursuant to employers' promises, and fail to insure that working conditions

promised under a collective bargaining agreement will be promptly and vigorously enforced; and

Whereas, When restaurants and similar establishments are sold, there is no assurance under the law that wages due and owing will be paid promptly; and

Whereas, The laws of California fail to provide for proper enforcement of the laws requiring that a list of deductions from the wages be furnished employees; therefore be it

Resolved, That the Labor Code be amended to empower the Labor Commissioner or authorized deputy to make a final determination on the merits of all wage claims and monies due to health and welfare funds, and that the law be amended to empower the Labor Commissioner to enforce his determinations through summary proceeding in court of law; and be it further

Resolved, That the Labor Code be amended to provide that the Labor Commissioner may prosecute actions in behalf of any employee for wage claims, working conditions and penalties due under a collective bargaining agreement when after thirty (30) days from demand of a union the employer has refused or failed to proceed to the adjustment board or other grievance procedures set forth in a collective bargaining agreement; and be it further

Resolved, That the Labor Code be further amended to make clear that it is unlawful to fail to furnish to each employee a list of deductions from wages regardless of method of wage payment used by an employer; and be it further

Resolved, That legislation be enacted to provide that when any restaurant or similar establishment is sold the proceeds of such sale shall be put in escrow, and that all wages earned, vacation wages accumulated, and health and welfare fund payments due and owing shall have first priority, after federal taxes only, to the proceeds held in escrow. The law should also provide that it will be a misdemeanor for a purchasing vendee of any restaurant or similar establishment to fail to so comply with the law; and be it further

Resolved, That the California Labor Federation, AFL-CIO, through its legislative representatives, prepare and introduce such legislation as may be necessary to accomplish the aims and objectives of this resolution.

Referred to Committee on Legislation.
Adopted, p. 113.

Facilitate Registration of Voters

Resolution No. 112—Presented by State Council of Culinary Workers, Bartenders and Hotel/Motel Service and Club Empls., Long Beach.

Whereas, Our American system of government is one of a democratic nature; and

Whereas, Our philosophy urges the participation of all citizens in the function and processes of government at all levels; and

Whereas, The right of the people to vote is one of the most effective means of participation in government; and

Whereas, It is of paramount concern that all citizens exercise this right to vote and express their will; and

Whereas, It is important to encourage all persons eligible to vote to do so; and

Whereas, It is both urgent and necessary to facilitate the registration of voters; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, hereby go on record in support of the extension of time for registration for all citizens in the State of California up to a period of thirty days prior to the date of an election; and be it further

Resolved, That the California Labor Federation, AFL-CIO, through its legislative representatives introduce legislation to accomplish the intent of this resolution.

Referred to Committee on Legislation.
Adopted, p. 113.

Repeal 1965 U. I. Amendments

Resolution No. 113 — Presented by State Council of Culinary Workers, Bartenders, Hotel/Motel Service and Club Empls., Long Beach.

Whereas, Unemployment Insurance Code Section 1260 was amended in 1965 to the detriment of thousands of workers in California; and imparts a radical departure from the intent and purpose and concept of the California Unemployment Insurance program; and

Whereas, Instead of a penalty of five (5) weeks for "misconduct" or for a "voluntary quit," as was the law prior to the 1965 amendments, the unemployed worker is now denied his benefits indefinitely, or until he earns at least five (5) times the amount of his weekly benefits, and then is able to draw benefits only in the event of lay-off; and

Whereas, The practical effect of these onerous amendments is to deny employment insurance benefits to those most unskilled, low paid workers who, for one

reason or another, have quit or lost their jobs; and

Whereas, It has come to the direct attention of the unions affiliated with the San Francisco Local Joint Executive Board of Culinary Workers, Bartenders and Hotel, Motel and Club Service Workers that numerous of their members have been inequitably deprived of unemployment benefits because of spurious and deceitful claims of misconduct by an employer; and

Whereas, President Johnson has called upon all states of the Union to increase the amount of the weekly benefit payment, to lengthen the duration of said benefit payments, and to extend the coverage of unemployment insurance programs; therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, hereby go on record urging the repeal of the degrading and onerous 1965 amendments to Unemployment Insurance Code Section 1960; and be it further and finally

Resolved, That the California Labor Federation, AFL-CIO through its legislative representatives prepare and introduce such legislation as may be necessary to accomplish the aims and objectives of this resolution.

Referred to Committee on Legislation.
Adopted, p. 113.

Delete Restriction on "Election Days" **Alcohol**

Resolution No. 114 — Presented by State Council of Culinary Workers, Bartenders, Hotel/Motel Service and Club Empls., Long Beach.

Whereas, Section #25630 specifically restricts the sale of any Alcoholic Beverage by any on sale or off sale license on election days where a statewide or National election is in progress during the hours when, by law, the polls are required to be kept open for voting. To do so the licensee shall be guilty of a misdemeanor; and

Whereas, This Section of the Code had formerly held these same restrictions on County, City and School District elections, but by amendment these restrictions were deleted from the Section and no longer require the closing on these election days; and

Whereas, By the deletion of the closing restrictions on County, City and School District elections, there have not been any adverse conditions created because of the sale of Alcoholic Beverages; and

Whereas, In these modern times of free thinking people the old time uses of

Alcoholic Beverages to influence voters is far outmoded and useless; and

Whereas, By the restrictions of this Section of the Code every licensee in the State of California is deprived of conducting his legal business during the time the polls are required to be open thereby losing many thousands of dollars of income to themselves as well as all other segments of the trade; and

Whereas, These same restrictions cause employees of these licensees to lose a day's income, including Bartenders and Cocktail Waitresses and depriving them of their full week pay check amounting to many thousands of dollars lost in buying power to these employees; and

Whereas, These same restrictions are causing a loss of revenue in sales tax money to the State of California amounting to many thousands of dollars. This loss is also felt by Cities and Counties as well; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, be requested through its legislative representatives to prepare and introduce legislation to delete the restrictions of Section #25630 entitled "Election Days," which restricts the sale of alcoholic beverages, from the Alcoholic Beverage Control Act.

Referred to Committee on Legislation.
Adopted, p. 113.

Amend Business and Professions Code

Resolution No. 115 — Presented by State Council of Culinary Workers, Bartenders, Hotel/Motel Service and Club Empls., Long Beach.

Whereas, With the passage of the August, 1967, amendment to Business and Professions Code (B. & P. C.) Section #24074 relating to priority of claims against escrows involving the transfer of a liquor license, several problems were created of a fundamental nature which directly and adversely affect the Culinary Industry generally and Culinary Unions and Culinary Health and Welfare and Pension Funds specifically, which problems arise because of the conflict between B. & P. C. #24074, as amended, and Code of Civil Procedure (C. C. P.) Sections #1204 and #1205; and

Whereas, B. & P. C. #24074 provides in pertinent part: "... the licensee and intended transferee shall also enter into an agreement, which agreement shall be deposited with the escrow holder, directing the escrow holder, after the requirements for transfer as provided in Section #24049 are satisfied, to pay out of the purchase price or consideration the claims of the bona fide creditors of the licensee who file their claims with the

escrow holder before the escrow holder is notified by the department of its approval of the transfer of the license or if the purchase price or consideration is not sufficient to pay the claims in full, to distribute the consideration as follows: . . .

Third, To the payment of claims for wages and salaries earned not more than 90 days PRIOR TO THE TRANSFER OF THE LICENSE (EMPHASIS SUPPLIED) . . .

Fifth, To the payment of claims for goods sold and delivered to the transferor for resale at his license premises; Sixth, To the payment of all other claims. The last category of creditors for whom there are not sufficient assets available for the payment of the claim in full, shall be paid prorata;" and

Whereas, C. C. P. #1205 provides; "Upon the sale or transfer of any business or the stock in trade, in bulk, or a substantial part thereof, not in the ordinary and regular course of business or trade, unpaid wages of employees of the seller or transferor earned within ninety (90) days PRIOR TO THE SALE, TRANSFER, OR OPENING OF AN ESCROW FOR THE SALE THEREOF shall constitute preferred claims and liens thereon as between creditors of the seller or transferor and must be paid first from the proceeds of the sale or transfer." (EMPHASIS SUPPLIED); and

Whereas, The effect of current B. & P. C. #24074 is twofold; first with respect to certain unpaid "wages" it changes a "preferred claim" that "must be paid first from the proceeds of the sale or transfer" to a third category claim for such unpaid wages, and second (and most important) it changes the data from which priority claims for unpaid "wages" are calculated, setting this important date as the date of the transfer of the license. This date can be, and usually is, at least 45 days later than the date of the opening of the escrow, the date established by C. C. P. #1205 for priority claim computation purposes; and

Whereas, If B. & P. C. #24074 is to prevail over C. C. P. #1205, ALL unpaid "wages" earned more than 90 days prior to the transfer of the license will lose their preferred claim status EVEN THOUGH THEY WOULD HAVE ENJOYED A PREFERRED CLAIM STATUS UNDER C. C. P. #1205, if earned no more than 90 days prior to the opening of the escrow. This means that ALL unpaid "wages" earned more

than 90 days prior to the transfer of the license (including those earned less than 90 days prior to the opening of that escrow) are reduced to general creditor claim status. Thus, as far as priority is concerned they come behind the claims of purveyors for goods sold and delivered. This will effectively wipe them out as far as payment is concerned; and

Whereas, The unavoidable delays encountered in all transfers of liquor licenses will thus defeat the vast majority of claims by persons employed in the Culinary Industry for preferred claim status. These employees will suffer severe financial losses sustained in an effort to help an employer with a losing business salvage some portion of his investment; and

Whereas, The California Supreme Court has held, in the case of Dunlop v. Tremayne, 62 Cal. 2d, 427, 42 Cal. Rep. 438, that the term "wages" as used in C. C. P. #1204 includes certain fringe benefits including payments owed to Health and Welfare and Pension Funds. Such losses aren't limited to an employee's salary. Thus, an employee and/or his family or beneficiary may be deprived of Health and Welfare coverage or the fruits thereof just when it is needed most, conceivably resulting in the loss of additional thousands of dollars; and

Whereas, In one actual transaction proposed to be handled according to B. & P. C. #24074, priority wage claims amounting to \$3,196.25 under C. C. P. #1204 would be reduced to a mere \$83.23, and a Health and Welfare and Pension contributions priority claim of \$1,200.00 would be reduced to \$31.51 under B. & P. C. #24074; and

Whereas, This intolerable condition MUST be remedied at the earliest possible moment; and

Whereas, Immediate legislative action to reverse this deplorable situation is imperative, now therefore be it

Resolved, That Business and Professions Code Section #24074 be amended to bring it into conformity with the provisions of Code of Civil Procedure Section #1205 by providing that unpaid wages of employees of the seller or transferor earned within ninety (90) days prior to the sale, transfer, or opening of an escrow for the sale of any business or the stock in trade, in bulk, or a substantial part thereof, not in the ordinary and regular course of business shall constitute preferred claims and liens thereon as between creditors of the seller or

transferor and must be paid first from the proceeds of the sale or transfer, and be it further

Resolved, That the California Labor Federation, AFL-CIO, through its legislative representatives, prepare and introduce at the earliest possible moment such legislation as may be necessary to accomplish the aims and objectives of this resolution.

Referred to Committee on Legislation.
Adopted, p. 113.

Require Statement of Food Additives

Resolution No. 116 — Presented by State Council of Culinary Workers, Bartenders, Hotel/Motel Service and Club Empls., Long Beach.

Whereas, Numerous restaurants are engaging in the practice of adding preservatives, chemicals and additives of varying types to foods served to the public; and

Whereas, Many of these additives are of doubtful health and diet effect; and

Whereas, It is illegal under the California Pure Food and Drug Act to sell misbranded food; and

Whereas, Members of the public are being sold foods which are of inferior quality and said fact is being withheld from the public; and

Whereas, Persons on restricted diets are being sold meats which have been altered in form and content, which alterations have been withheld from them, to their possible grave danger; and

Whereas, Such conduct is contrary to the spirit of the California Pure Food and Drug Act; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, initiate and support legislation to amend the California Pure Food and Drug Act by adding to Section 26490 of the Health and Safety Code the Following:

"(5) If it is offered for sale by any restaurant, as defined in Section 28602 of this Code and contains any food additive, unless the menu offering such foods for sale shall contain, in type of uniform size and prominence with the type offering such food for sale, a statement of the food for sale, a statement of the food additives so contained."

Referred to Committee on Legislation.
Adopted, p. 113.

Guarantee Withheld Funds

Resolution No. 117 — Presented by State Council of Culinary Workers, Bartenders, Hotel/Motel Service and Club Empls., Long Beach.

Whereas, Pursuant to state and federal

laws and under the terms of collective bargaining agreements, employers are obligated to withhold funds in the form of withholding taxes, social security, state disability, unemployment insurance and contributions for health, welfare and pension funds; and

Whereas, In addition to employers' holding the foregoing funds for the benefit of another, the employer often withholds wages due his employees; and

Whereas, The funds which the employer holds, due either another or his employees, should be guaranteed by an employer so as to establish a basis for the said funds being paid; and

Whereas, Employers engaged in the retail business are obligated to furnish a bond to the State Board of Equalization to guarantee the employer's payment of sales tax; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, urge the legislative bodies of the State of California to enact legislation in order to guarantee that the obligations of the employer in regards to the funds which he holds for the benefit of another and the payroll due his employees be guaranteed either by a bond or some other method which would ensure the employer's fulfilling his obligations in this regard.

Referred to Committee on Legislation.
Adopted, p. 113.

Protect State Employees

Resolution No. 118 — Presented by State Council of Culinary Workers, Bartenders, Hotel/Motel Service and Club Empls., Long Beach.

Whereas, The late beloved President John Fitzgerald Kennedy, in his short but brilliant term as President of these United States of America, with wisdom and foresight saw fit to issue Executive Order 10988 and sign same order into law January 17, 1962; and

Whereas, The same situation exists in the State of California to the extent that union members cannot get a bona fide contract from their employer if it happens to be the State of California; and

Whereas, This situation creates problems of great magnitude for the union member as well as the union itself; and

Whereas, The time is long overdue to correct these inequities; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce a bill in Sacramento and lobby it to protect the interest of the present and possible future union members.

Referred to Committee on Legislation.
Adopted, p. 113.

Equalize Social Security Retirement Benefits

Resolution No. 119 — Presented by State Council of Retail Clerks, San Francisco.

Whereas, The present social security law relating to retirement benefits places the male wage earner at a severe disadvantage when compared with the female wage earner; and

Whereas, With more and more union contracts being negotiated with the retirement age reduced to 60 years, and sometimes lower, the disadvantage to the male wage earner becomes even more pronounced; and

Whereas, The present law provides that the years charged against a female wage earner shall be the years from 1951 to the year before she reaches age 62; and the years charged against the male are the years from 1951 to the year before he reaches age 65; and

Whereas, The wages earned in these years are divided by the number of months (or years) elapsing between these two dates in computing benefit payments, five (5) years in which earnings have been low or where no earnings are credited to the account, will be removed or disregarded, the male remains at a decided disadvantage under this system of computing benefits—keeping in mind that the years stop running at 61 for the woman and 64 for the man; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urge the Congress to remove the discriminating provision of the law against male wage earners by permitting the use of the same number of elapsed years for both men and women.

Referred to Committee on Resolutions.
Adopted, p. 105.

Domestic Production Incentive Program

Resolution No. 120—Presented by California State Theatrical Federation, San Francisco.

Whereas, The lure of subsidy payments from foreign governments has caused an ever-increasing number of American production companies to make "runaway" pictures in foreign countries; and

Whereas, This alarming growth of "runaway" productions of feature motion pictures has grown to an estimated 65% of the total current output; and

Whereas, Resolution No. 263 adopted by the Seventh Convention of the American Federation of Labor and Congress of Industrial Organizations in December,

1967, went on record supporting the efforts of the involved International Unions, to achieve a sound solution to the crippling unemployment problem caused to the key U.S. film production centers because of "runaway" foreign production activities by American motion picture producers; and

Whereas, The continued unwillingness of so many American film producers to resist the lure of foreign production subsidies and overseas tax advantages threatens to destroy U.S. domestic film production as a source of employment; and

Whereas, It is urgent that a domestic production incentive program be instituted to increase domestic motion picture production and halt this "runaway" trend; therefore be it

Resolved, That this Seventh Convention of the California Labor Federation, AFL-CIO, support any and all economic and legislative actions necessary to institute a domestic production incentive program similar to England's "EADY PLAN."

Referred to Committee on Resolutions.
Filed, p. 104. Subject matter referred to Executive Council.

California Farmer Consumer Information Committee

Resolution No. 121 — Presented by State Council of Retail Clerks, San Francisco.

Whereas, One of the greatest assets in a democracy is the channeling of accurate information concerning issues vital to the interest of the American public and to public bodies through non-partisan publications; and

Whereas, The California Farmer Consumer Information Committee and its official publication, the California Farmer Consumer Reporter, have for the past 27 years rendered this service in a manner which has helped to unite organized labor, consumer and farm cooperatives, rural electric cooperatives, civic, religious, and conservation groups as well as individuals to support numerous worthwhile projects; and

Whereas, Such projects have included in particular, the fight against so-called "right to work" ordinances, bargaining for farm workers as well as farmers, national minimum wage, medicare and medical care and housing for farm laborers and their families, national food stamp plan, school milk programs, preservation of strong public utilities commission, lower gas and electric rates, reforms in income tax laws, Federal Reserve System, elimination of tax loop-

holes, researching out the military industrial complex, corporate mergers and conglomerate monopolies; legislation for truth in lending, truth in packaging, truth in advertising, auto and tire safety, safe packaging, natural gas pipeline safety, garnishment reforms, meat and poultry inspection, truth in labeling for imitation milk and milk substitutes; radiation control for health and safety, clean air and water, to mention only a few; and

Whereas, Most recently at this session of the State Legislature, this Committee was the only organization outside Labor to testify against shifting the apprenticeship program from its present jurisdiction and to testify for the key labor anti-strikebreaker legislation; and

Whereas, The California Farmer Consumer Information Committee is the only non-profit non-partisan farmer, labor, consumer organization in California receiving only limited financial support from a cross-section of organized labor since its formation in 1941; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, commend the California Farmer Consumer Information Committee for its outstanding record of service; and be it further

Resolved, That the California Labor Federation give urgently needed financial assistance by making monthly contributions of \$250.00 to the California Farmer Consumer Information Committee.

Referred to Committee on Resolutions.
Filed, p. 104. Subject matter referred to
Executive Council.

Competence of Electrical Inspectors

Resolution No. 122—Presented by State Assoc. of Electrical Workers, Los Angeles.

Whereas, Federal statistics show that electrical fires rank second as a cause of property loss and death, being exceeded only by matches and smoking; and

Whereas, There is presently no uniformity in the requirements for experience and ability for Electrical Inspectors in California; and

Whereas, Such minimal requirements would be in the public interest, since

they would insure competence on the part of those who are charged with the responsibility for approving electrical wiring and installations; and

Whereas, AB 1328, authored by Assemblyman Townsend, in the 1968 Session of the Legislature would have provided for State Standards of Competence in this field; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, prepare, seek the introduction of, and support a bill to accomplish this purpose in the 1969 legislative session.

Referred to Committee on Legislation.
Adopted, p. 110.

Compensation of Officers

Resolution No. 123—Presented by Executive Council, California Labor Federation, San Francisco.

Whereas, The Federation has not for some time made any adjustment in the salaries of its principal officers; and

Whereas, There have been advances made in practically everyone's compensation during the period since the previous adjustments; and

Whereas, it is desirable that modest adjustments be made in such salaries to update them at this time; therefore be it

Resolved, That the Seventh Convention of the California Labor Federation, AFL-CIO, requests that Article XII, Page 30, of the Constitution be amended as follows:

The existing Sections 1, 2, and 3 are stricken and the following inserted:

Section 1. The President shall receive a salary of \$27,500.00 per year, payable monthly in equal installments as approved by the Executive Council.

Section 2. The Secretary-Treasurer shall receive a salary of \$37,500.00 per year, payable monthly in equal installments as approved by the Executive Council.

Section 3. The General Vice President shall receive a salary of \$22,500.00 per year, payable monthly in equal installments as approved by the Executive Council.

Referred to Committee on Constitution.
Adopted, pp. 105-06.

REPORTS OF OFFICERS

REPORT OF THE EXECUTIVE COUNCIL

San Francisco, September 1, 1968

To the Seventh Convention of the California Labor Federation, AFL-CIO.

Greetings:

By authority of the Constitution of the California Labor Federation, AFL-CIO, the Executive Council met in regular session on six occasions during the interim period following the August 1966 convention in San Francisco.

The dates and locations of the meetings were as follows: December 7, 8, 9, 1966 at the Ambassador Hotel in Los Angeles; April 7-8, 1967 at the El Dorado Hotel in Sacramento; August 23-24, 1967 at the Edgewater West Motor Inn in Oakland; November 8-9, 1967 at the Holiday Inn-Riviera Hotel in Palm Springs; February 8, 1968 at the Ramada Inn at the San Francisco International Airport; and June 21-22, 1968 at the El Dorado Hotel in Sacramento. As of the date of this report, the next Executive Council meeting is scheduled to convene in Sacramento on September 18, 1968, just prior to the opening of the seventh convention of the Federation on September 23, 1968.

ELECTION OF NEW MEMBERS

In the two years since the Federation's last convention, three members of the Executive Council have resigned, two have died and one vacancy resulted from the disaffiliation of the United Auto Workers from the AFL-CIO.

The resignation of Vice President Hugh Allen of Lumber and Sawmill Workers Local 2608 of Redding, was accepted at the Executive Council meeting December 7-8, 1966 in Los Angeles with an expression of appreciation for the services he had rendered. Elected to replace him as Vice President in Geographical District 15 at the Council's next meeting was Marvin Adair, Secretary-Treasurer of the Northern California District Council of Lumber and Sawmill Workers Local 2608, Redding.

The resignation of Vice President James L. Smith, District 3(F) was accepted at the Council's August 23-24, 1967 meeting with an expression of thanks for services rendered. Elected to replace him at the Council's next

meeting was Ray M. Wilson, Business Manager of Hod Carriers and Laborers' Local 783 of San Bernardino.

The resignation of Vice President Charles J. Smith as Vice President at Large (A) was similarly accepted with an expression of appreciation for his services at the Council's November 8-9 meeting. Elected to replace him at the Council's next meeting was Joseph Angelo, Sub-District Director of United Steelworkers in Northern California.

On May 30, 1968, the Executive Council was saddened by the death of veteran labor leader Arthur F. Dougherty, who had served on the Board for 22 years. Announcement of the vacancy existing due to his death in District 9 (B) as well as a vacancy created in the office of Vice President at Large (F), formerly held by Henry L. Lacayo, due to the suspension of the United Auto Workers from the AFL-CIO was announced prior to the Council's June 21-22, 1968, meeting. Elected at that meeting to fill these vacancies were: Joseph R. Garcia, president-organizer of Bartenders Local 41, San Francisco, as Vice President in District 9 (B); and Joseph P. Mazzola, business manager of Plumbers and Pipefitters Local 38, San Francisco, as Vice President at Large (F).

On the eve of the Council's June 21-22, 1968, meeting in Sacramento, Vice President Harry W. Hansen, long business manager of Local 540 of the International Association of Machinists, died in his sleep of an apparent heart attack. His demise leaves one unfilled vacancy on the Executive Council in District 14 as of the date of this report.

LEGISLATIVE PROGRAM

Faced with the clear prospect of increased opposition by special interest groups to legislation designed to protect and improve the wages, working conditions and social insurance programs that benefit the vast majority of California's wage and salary earners as well as a new and relatively inexperienced state administration, the Executive Council met at the Ambassador Hotel in Los Angeles on December 7-8-9, 1966, to determine legislative objectives to be sought during the 1967 General Session.

To prepare for this meeting, the Executive Council's Legislative Committee and its Advisory Committee met at the Del Webb TowneHouse in San Francisco on October 12, 1966, to draw up its recommendations to the Executive Council.

In drafting its recommendations with the aid of the Advisory Committee, the Legislative Committee was guided by the provisions of the legislative review authority granted to the Executive Council by Section IV of Article IX of the Federation's Constitution which reads in part as follows:

"Either the Executive Council or Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the Legislature commences; provided that the sponsor or sponsors of the resolutions shall be notified accordingly; provided, further that this limitation shall not apply to any resolution, adopted by the convention by at least a two-thirds vote, in which resolution it is expressly provided that such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

Utilization of the services of the approximately 15-member Advisory Committee in the determination of legislative priorities was pursuant to a Policy Statement adopted at the Federation's Fifth Convention in 1964 and reaffirmed by the delegates at the 1966 Convention.

To the extent possible, draft legislation was prepared and distributed to each member of the Executive Council in keeping with the recommendations of the Standing Committee on Legislation to permit the consideration of the actual text of the proposed legislation.

The Committee's report separated the resolutions acted on by the delegates to the Federation's Sixth Convention into two groups:

- 1—Resolutions for which, in the Committee's opinion, no legislation was required; and
- 2—Resolutions requiring the introduction of legislation which were subject to review by the Executive Council under the provisions of Article IX, Section IV of the Federation's Constitution.

In instances where the Legislative Committee and its Advisory Committee recommended that legislation should not be introduced although the resolution under consideration called for the introduction of legislation, letters were sent to each of the responsible officers of the organization sponsoring the resolution to inform them of the Committee's recommendation and invite them to appear before the Executive Council at a designated time if they wanted to protest the Committee's recommendation.

The sponsors of such resolutions were also informed that if no representation was made before the Executive Council at the time designated it would be assumed that their organization agreed with the recommendation of the Committee to withhold the introduction of legislation.

In keeping with these guidelines and procedures, the Executive Council proceeded to approve a forward-looking 1967 legislative program aimed at strengthening, expanding and protecting the wages and working conditions of California's total labor force which exceeded 8 million for the first time this year.

The details of the program were spelled out for all affiliates in the Federation's weekly publication, the California AFL-CIO News.

Following the conclusion of the 1967 legislative session, in September 1967, the Secretary-Treasurer's "1967 Legislative Report", which was sent to all affiliates, reviewed the entire program in detail.

1968 SESSION

While the 1967 regular legislative session was still in progress, the Executive Council acted to prepare for the 1968 regular session in view of the annual legislative sessions authorized by the voters' approval of Proposition 1A at the general election in November 1966.

At its meeting in Sacramento April 7-8, 1967, the Executive Council established a policy regarding, and set deadlines for the receipt of, resolutions calling for legislation to be introduced in the 1968 regular session by the Federation.

In establishing this policy, the Council pointed out that it was necessary to allow the Federation's Advisory Committee, the Legislative Committee of the Executive Council and the Executive Council itself sufficient time to consider resolutions submitted by affiliates prior to the start

of the 1968 regular session. All Federation affiliates were advised of the new policy in April 1967.

The text of the policy adopted by the Council on this issue declared that in view of the fact that there will be annual sessions of the legislature, all affiliates should "be advised that with respect to the 1968 session of the legislature any affiliate which desires proposed legislation to be considered by the Federation for introduction shall submit the resolutions between June 1, 1967 and August 15, 1967, and that if any resolutions calling for legislation have been presented to the Federation between the adjournment of the last convention and June 1, 1967, they shall be resubmitted during the above period if consideration is desired."

The deadline for submission of resolutions for the 1968 session was also publicized by stories in the California AFL-CIO News.

The procedures followed in preparing for the 1968 regular session were quite similar to those employed in preparing for the 1967 session. Prior to the Executive Council's meeting the Legislative Committee and its Advisory Committee met at the Del Webb TowneHouse in San Francisco on October 4, 1967 and drew up its recommendations.

These recommendations were presented to the Executive Council at the Palm Springs meeting.

In view of the fact that 1968 was an election year and the attitude of some legislators might be expected to change, the Executive Council decided to place the resolutions in three categories of priorities. These were:

Priority 1 — Resolutions adopted on which legislation would be drafted and introduced;

Priority 2 — Resolutions adopted on which legislation would not be drafted or introduced unless the climate improves sufficiently to warrant introduction; and,

Priority 3 — Resolutions adopted which called for legislation that it was not practical to draft or introduce under the then existing circumstances.

Guided by these policies and considerations, the Executive Council subsequently adopted a strong 1968 program designed to help protect thousands of California workers from being wiped out financially by dislocations effected by

automation, recessions or on-the-job or off-the-job injuries—a program that stood some chance of favorable action despite the extreme conservatism flourishing in Sacramento.

Among other things, the program called for legislation to guarantee collective bargaining rights to workers in the public sector, a need that grows more vital every year in view of the burgeoning growth of state and local government employment and the too frequent arbitrary and capricious actions of some public administrators who show little hesitancy in sacrificing the public workers' welfare to the whims of political considerations.

As was the case for the 1967 session, a report on the 1968 session was in preparation as of the date of this report.

The details of the program, however, were reported to all affiliates through the California AFL-CIO News, which also reported on a weekly basis on its progress through the legislature.

REFERRED RESOLUTIONS

At the 1966 convention, a number of resolutions were filed and the subject matter was referred to the Executive Council for appropriate consideration and possible action. The subsequent disposition of these resolutions by the Executive Council was as follows:

Resolution No. 43—Increasing state's insurance contribution.

This resolution called on the Federation to support an amendment to the State Employees Medical and Hospital Care Act to provide that the State's contribution shall be the amount necessary to pay the full cost of a basic health benefit plan for each state employee an annuitant under the Meyers-Geddes Act.

Following consideration of the political climate anticipated in Sacramento during the 1967 session and the austerity program then already hinted but not fully revealed by the State's newly elected conservative Governor, the Executive Council placed this legislation in Priority 3, comprising legislation not to be introduced, with instructions to the Secretary-Treasurer to advise the sponsor accordingly.

Resolution No. 44.—Oral examinations in civil service.

This resolution called on the Federation to seek to establish that the written

score of any civil service examination would determine the position of the applicant on the resulting list and limit the Oral Board to the assignment of a pass or fail score, with the further provision that a fail score is to be substantiated objectively and be subject to appeal by the applicant.

This resolution was also placed in Priority 3 and the sponsor notified accordingly.

Resolution No. 115—Fair Employment Practice Act.

This resolution called on the Federation to favor legislative improvement of the Fair Employment Practice Act by granting the Fair Employment Practice Commission authority to engage in affirmative programs to achieve equal opportunity in employment practices without waiting for complaints and to utilize all its processes in implementing such programs.

This motion was placed in Priority 3 and its sponsor so notified.

Resolution No. 193—Support California Farmer Consumer Information Committee.

This resolution called on the Federation to give financial support to the California Farmer-Consumer Information Committee.

Following discussion of this issue, the Council filed this resolution and the Secretary-Treasurer so notified its sponsor.

Resolution No. 194—Promote Community Service Activities.

This resolution called on the Federation to plan and conduct annual CSA conferences on a statewide basis to promote the growth of community service activities.

The intent of this resolution was incorporated in the programming of the annual week-long summer school sponsored by the California Labor Federation at the University of California at Berkeley July 30-August 4, 1967. Part of the curriculum for the summer school was geared to exploring labor's role in the war on poverty in a program titled "Labor-Sponsored Anti-Poverty Programs," which was aimed at encouraging participation by Federation affiliates in these community service related projects.

Both this session and another session featuring Leon Keyserling in which Keyserling emphasized the human and economic costs of having 5 to 10 million

people idle when they could be put to work building things the nation needs, served to underscore the need for maximum participation by trade unionists in all types of community service work.

The Executive Council pointed out that involvement in all types of community services is not only a responsibility of both local unions and central bodies as a vital segment of the community life in their area but that such activity also helps develop the broad community support necessary to cultivate and sustain healthy labor-management relations.

Other Executive Council action geared to the promotion of community service activities will be found farther along in this report under the heading of "Community Service."

Resolution No. 196—Reorganization of California Labor Federation Convention.

This resolution called on the Federation to give priority to the reorganizing of future conventions with particular emphasis on minimizing the time allotted to speakers and expanding the time for resolutions and deliberations to the equivalent of at least three full working days during the week of the convention and further called on the Executive Council or its appointed committee to hold hearings in Los Angeles and San Francisco to allow representatives of affiliated local unions to present their views and make suggestions to the Board on the issue of reorganization of future conventions.

Following discussion of this issue by the Executive Council, the resolution was filed and the sponsor so notified.

Resolution No. 197—Reorganization of Federation Accounting.

This resolution called on the Federation to reorganize its present bookkeeping methods so that affiliated local unions will be more easily identified. After discussion of this issue, the resolution was filed and the sponsor so notified.

Resolution No. 199—Dues Deduction for University Employees.

This resolution called on the Federation to urge the regents of the University of California to adopt a policy authorizing the deduction of dues of public employee organizations, including labor organizations, upon submission by their public employees of written authorization.

A copy of this resolution was sent to the regents of the University of California. In the course of the 1968 legislative

session a bill aimed at achieving this authorization AB 127, won Assembly passage with a strong majority but, despite vigorous Federation efforts, became stalled in the Senate Finance Committee. Opposition to the measure was voiced by the State Controller's Office as well as by spokesmen for the U. C. regents.

FARM WORKER ORGANIZING

During the past two years the Executive Council has continued to press organized labor's drive to win full collective bargaining rights for farm workers and, at the same time, block the repeated attempts by agribusiness interests to subvert this drive by utilizing Mexican green-carders as strikebreakers and attempting to bar the increase in minimum wages for women and minors in farm employment ordered by the Industrial Welfare Commission by getting court injunctions to delay enforcement of the orders.

In an effort to expedite funds to the embattled AFL-CIO United Farm Workers' Organizing Committee, the Executive Council decided at its first meeting following the Federation's Sixth Convention in San Diego to close out the Federation's "Farm Workers' Organizing Assistance Fund," forward the balance of the fund to the UFWOC in Delano and to so advise all affiliates, urging them thereafter to make their contributions directly to the UFWOC at Box 130, Delano.

Organizationally, the path was paved for this action by the merger of the AFL-CIO Agricultural Workers Organizing Committee with the National Farm Workers Association on August 30, 1966, just after the Federation's Sixth Convention.

The Federation's efforts to improve and enforce the minimum wage orders covering women and minors in farm employment are covered extensively in the Secretary-Treasurer's report and need not be covered in depth here.

It should be noted that at its meeting in Oakland, August 23-24, 1967, the Executive Council adopted a statement which stressed the fact that "California employers not only can afford to pay decent wages but . . . simple justice requires it."

The text of that statement is reported farther along in this report in the section dealing with "Minimum Wages."

At the same meeting the Executive Council also acted to bar the use of so-

called Mexican "green card" workers as strikebreakers on the sprawling properties of the Giumarra Vineyard Corporation in Kern County, properties that encompass a 19-square-mile area.

In wires dispatched to U. S. Secretary of Labor W. Willard Wirtz, U. S. Attorney General Ramsey Clark, and U. S. Senator Edward Kennedy, the Executive Council pointed out that "the battle for collective bargaining by farm workers is . . . extremely difficult since farm workers are excluded from the nation's basic labor law—the National Labor Relations Act"—and called for strict enforcement of the nation's immigration regulations.

The Executive Council's wire spelled out the issue involved explicitly when it noted:

"The United Farm Workers' Organizing Committee, AFL-CIO, is now engaged in a labor dispute with the Giumarra Vineyard Corporation, Edison, California, because of the refusal of the corporation to bargain collectively.

"The corporation is using 'green carders' from Mexico to replace workers now on strike.

"The Executive Council of the California Labor Federation, AFL-CIO, meeting in Oakland today (August 24, 1967) strongly urges you to ban the use of 'green carders' by the Giumarra Corporation as has been done in similar instances in California in recent months.

"To do otherwise is to place the federal government at the side of the Giumarra Corporation and against the farm workers in this instance."

In addition, the Federation, at its meeting of November 8-9, 1967, placed Giumarra Vineyards Corporation on its "We Don't Patronize" list and directed that this should be publicized in the labor press through the California AFL-CIO News.

Further details on the Federation's extensive efforts in the farm labor field are covered in detail in the Secretary-Treasurer's report.

MEDI-CAL CUTBACKS

In an effort to assure the 1.5 million Californians at the lowest rung of the economic ladder some access to adequate medical care, the Executive Council voiced its strenuous opposition to the Reagan administration's attempt to impose drastic and unnecessary cutbacks in the state's Medi-Cal program in the Fall of 1967.

Acting shortly after the Reagan administration had first revealed its plans to attempt these slashes, the Executive Council adopted a statement on the Medi-Cal cuts at its two-day meeting in Oakland, in August, 1967, and subsequently fully supported the action of the Federation's legal counsel in filing an amicus curiae brief in opposition to the cutbacks.

It should be noted that these cutbacks would have affected California's neediest citizens, the 1.3 million on welfare and another 200,000 medically indigent. The text of the Council's statement on this critical issue was as follows:

"The drastic Medi-Cal program cutbacks announced last week are indications the poor will now go without essential health services.

"To eliminate almost all drug payments and optical and dental care except teeth-pulling and to limit hospital stays to eight days is the worst type of 'false economy.'

"In this light, the claim that 'essential services' will be continued is not merely misleading, it is deceitful. Poor people, young and old, who need dental care, eye-glasses, and drugs are now left to fend for themselves at whatever the social cost.

"At the same time, however, recent charges of abuses in the Medi-Cal program by fee-gouging by some participating physicians who have reportedly augmented their incomes by sums ranging up to \$100,000 a year, demand thorough investigation by appropriate agencies and legislative action, if necessary, to prevent the continuation of any such practices in the future.

"It is questionable whether Medi-Cal's so-called gigantic deficit actually exists, because listing expenditures on an accrual basis while measuring income on a cash basis is sleight-of-hand bookkeeping that creates the impression of fantastic deficits when the true situation is different.

"The cry of gigantic deficits, viewed in this light, only masks the fact that zealots, espousing a 19th century 'dog-eat-dog' philosophy, are bent on destroying many of the social advances of the day even when the victims are the poor and disabled.

"The Medi-Cal cutbacks offer additional proof that this nation's patchwork approach to providing what is a fundamental right—decent medical care for

all citizens—needs a massive overhaul by the national Congress. This nation needs, and Congress must enact, a national health insurance program that provides for universal coverage, comprehensive benefits, and high quality health services."

Subsequently, the Medi-Cal cutback dispute was carried to the State Supreme Court which upheld the Federation's contention that they were illegal.

Beyond the obvious moral justification for the Federation's stand, financial justification was provided just last July 31 when state administration officials disclosed that the cost of the program during the 1967-1968 fiscal year—\$208.1 million—was more than 30 percent less than the \$305 million provided in the 1967-1968 Reagan budget.

This enormous overestimate of Medi-Cal costs by the Reagan administration may, rightfully enough, cause California's citizens and taxpayers to question whether the administration's claims that the state cannot afford to maintain adequate health care, social welfare, and social insurance programs are based on fact or the inflated figures presented to the Reagan administration by some special interest groups.

CIVIL RIGHTS

In the civil rights field, the Executive Council has continued to stress the need for positive, constructive programs to get at the discrimination and poverty that is the root cause of much of the civil unrest of the past few years.

More than a year ago, at its August, 1967, meeting in Oakland, the Executive Council took action in behalf of the civil rights of California farm workers when it wired U. S. Secretary of Labor W. Willard Wirtz, U. S. Attorney General Ramsey Clark and Senator Edward Kennedy to urge them to enforce federal regulations prohibiting the use of alien workers as strikebreakers in Delano area vineyards.

At the same meeting, the Executive Council addressed itself to the task of seeking a viable solution to the grave domestic crises confronting California and the nation at large when it adopted a statement calling for initiation of an urban "Marshall Plan" to tackle the job of rebuilding the core cities and providing large-scale work projects.

The Council's statement was based on the view that much of the civil rights

fight confronting the nation today is inextricably interwoven with the lack of hope of meaningful economic opportunities confronting large numbers of the nation's urban poor.

It called on all California congressmen, state legislators, and others to "act boldly NOW" to come to grips realistically with the job, housing, and educational needs of the urban poor. As the statement observed:

"The repetitive riots in our major cities—now in their fourth consecutive summer—represent one of the nation's gravest domestic crises since the mid-1930s.

"In the climate of fear and hostility such riots spawn, it is easy to point the finger of blame at specific individuals, but this only begs the question.

"The root cause of the present chaos is discrimination and its inevitable result, poverty.

"The pervasive despair stemming from this elemental fact must be recognized. In fact, it has been at least implicitly recognized, as a recent Louis Harris survey indicates. Two-thirds of the nation supports large-scale government work projects for the unemployed and a federal government program to eliminate the ghettos.

"The solution is more jobs, better housing, and improved schooling. Of the three, jobs are the most important. Improved education, urban rebuilding and job training take time. But time is precious short. Yet many of the jobless can be employed—it only takes a national decision to do so.

"The nation needs an urban 'Marshall Plan' to:

- Renovate and rebuild the 'core cities.'
- Provide large-scale work projects for all the unemployed.
- Induce private industry to build new plants in urban areas.
- Improve the quality as well as the quantity of schooling for everyone, but with particular emphasis on disadvantaged ghetto youth.

"To say a crisis exists is to note the obvious. The only solution is a massive national commitment by government—federal, state, and local—and private industry to eliminate poverty and discrimination. As a nation we have the resources and ability to do the job.

"We therefore urge our congressmen,

state legislators and all others to act boldly NOW to meet these crucial needs."

WIRETAPPING ISSUE

Among other things, the Executive Council has also strongly supported President Johnson's recommendation to the 90th Congress for legislation to prohibit wiretapping or the use of electronic eavesdropping devices except in cases involving national security.

In this connection, the Council was in full accord with action taken by the Secretary-Treasurer on July 29, 1966, protesting the secret use of monitoring devices on telephone communications for business or other purposes before the State Public Utilities Commission in San Francisco.

At that hearing, the Federation pointed out that:

"Intrusions into private matters . . . create hostility at best and timidity at worst and destroy any sense of trust between employer and employee, citizen and government. . . .

"A democratic society eschews the tight lips and squinted eyes that such practices inevitably produce. The proximity of 'monitored' speech and 'monitored thought' is obvious. They flout the principles of a democratic society. . . .

"It is far better that the few dishonest and incompetent should remain undiscovered if the price paid for their discovery is the violation of personal integrity."

The Federation pointed out that "the privacy of each and every person is increasingly threatened by the growing use of hidden microphones, tape recorders, two-way mirrors, peepholes, cameras, spyglasses and the electronic bugs" and said that organized Labor was "deeply concerned" over the use of "deprivatizing devices" against both the public in general and workers and union members in particular.

"The shadow of George Orwell's 'big brother' draws nearer and larger and on behalf of the California AFL-CIO we loudly protest this outrage," the Federation's statement said.

The Federation also read into the PUC's record the policy resolution adopted by the national AFL-CIO convention in San Francisco late in 1966 which noted that employers have used close-circuit television to watch the production lines of their employees, have monitored

workers' telephone calls and even sought to use lie detectors to check employees' union activities.

The national AFL-CIO's resolution expressed "unalterable opposition" to any sort of "surveillance of workers whether by electronic listening devices, wiretapping, closed-circuit television, motion picture cameras, peepholes, or any other of the ever-growing list of such devices."

Similarly the Executive Council was in full support of the Federation's action last May when the Secretary-Treasurer wired U. S. Senators Thomas H. Kuchel and George Murphy to urge that the provision of S. 928 be substituted for Title III of the so-called Omnibus Crime Control and Safe Streets Act, S. 917.

The provision in Title III of S. 917 would permit wiretapping under court orders "showing probable cause" by law enforcement officers investigating a wide range of specified crimes, including murder, robbery, organized crime, drug abuse, and other crimes involving danger to life, limb, and property.

In contrast, the language favored by the Federation and embodied in S. 928 would have prohibited wiretapping and other means of electronic surveillance except in cases involving national security.

Unfortunately, as finally passed and reluctantly signed by President Johnson, the Omnibus Crime Control and Safe Streets Act contains language that may substantially license much more extensive use of wiretapping devices. Efforts to amend the measure to include protections from abuses in this area were, for the most part, defeated by the conservative-Dixiecrat coalition, a fact that underscores the necessity for strong support for progressive candidates in the forthcoming 1968 elections.

In addition, the Executive Council continued to work in cooperation with a number of civil rights groups, including the California Committee for Fair Practices, the National Association for the Advancement of Colored People and the Urban League. The Federation's elected officers and staff also participated in a number of conferences and seminars during the past two years directed toward accelerating progress in the civil rights field.

REAGAN RECALL POLICY

Governor Ronald Reagan had been in office a scant six months, the minimal

length of time required before a recall movement could be initiated against him, when such a movement got underway.

Initiation of the recall Reagan drive by Nancy Parr, a San Francisco registered nurse who was outraged by the Governor's repeated attempts to slash medical care for the needy, and mental health programs as well as other educational and social welfare services, resulted in a number of inquiries to the Federation regarding the Federation's position on the recall action.

Fully aware that Reagan had been elected less than a year earlier by a majority of more than a million votes and that even in the unlikely event that the necessary 780,144 valid signatures required could be obtained to put the issue on the November 1968 ballot, the political climate was such as to almost insure that the recall effort would boomerang and result merely in a vote of confidence for the incumbent Governor, the Executive Council authorized a statement at its August 1967 meeting in Oakland which pointed out that while the Federation may not be in agreement with many of the positions and policies of the Reagan administration, the Federation suggested that central bodies and local unions should not "sponsor or support" the petitions then in circulation.

As is well known, both the effort initiated in 1967 and a subsequent effort this year fell far short of the mark, gathering only 456,121 of the 780,144 signatures required. And as of last month there was still no indication of how many of the 456,000 signatures obtained were, in fact, valid.

Moreover, the Executive Council's apprehension that the recall move was liable to backfire was confirmed as is evidenced by the following excerpt from the story appearing in the San Francisco Chronicle of August 2, 1968, which was substantially the same as reports appearing in the daily press at the time throughout the nation. The page 1 Chronicle story, appearing under the heading, "The Reagan Recall Fizzles," observed:

"It was clear that the prime objective of the campaign had failed. (Ed) Koupal and the other amateurs in the recall effort had hoped to embarrass the Governor on the eve of the Republican National Convention by making a massive demonstration of his unpopularity at home.

"Instead, the net result was just the

reverse. Reagan was given an opportunity to say that the reports of political trouble in Sacramento were grossly exaggerated. If anything, his chances for getting the Republican nomination for President were improved."

EDUCATION

Free and open access to educational opportunities from the preschool level has long been one of the primary goals of organized labor.

In keeping with this policy, the Executive Council has been engaged in a broad range of educational activities during the past two years, ranging from mobilizing opposition to Governor Reagan's effort to impose tuition charges on University of California students — an act that would amount to an additional tax on trade union families planning to send their children to the University — all the way down to such smaller issues as devising means of granting recognition to participants in the Federation's scholarship program who, although failing to win a scholarship, place high in the competition.

The Executive Council took up the tuition issue at its August 1967 meeting in Oakland when it adopted a statement pointing out that the acceleration of technological innovation and the advent of automation have magnified the need to assure all youths free and equal access to institutions for higher education and called on the University of California's Board of Regents to reject all proposals to impose tuition charges on University of California students.

"One of the first and most essential goals of organized labor since the first unions came into being in this nation more than a century ago was to assure children a free public education," the Executive Council said.

"It still is.

"And the growth and acceleration of technological innovations since the dawn of the atomic age a little more than 20 years ago, coupled with the advent of automation, have simply magnified this need and underscored the necessity to assure all youths free and equal access to our institutions for higher education.

"Recent studies, such as one released by the University on August 17, 1967, have made it abundantly clear that imposition of tuition would reduce the number of students from low-income families able to attend the University unless

some effective way was found to inform them fully of the financial aid available to them.

"And even if such a way were found, the UC study and other studies recognized that the pressure on students from low-income families to get a job to become self-supporting is much greater than on students from wealthier families.

"In short, to break faith with California's historic tradition of tuition-free education will serve only to inhibit and discourage rather than encourage the development of the full potential of our youth.

"In behalf of California's 1.5 million AFL-CIO union members, we therefore urge the Board of Regents of the University of California at its meeting in Los Angeles next week to reject all proposals to impose tuition of any kind."

Subsequent publicity on the tuition issue carried in the California AFL-CIO News was clipped and posted on the bulletin boards of a number of University of California campuses around the state.

In addition, the Federation held two educational conferences for trade unionists on development in the unemployment insurance and disability insurance fields during the past two years, the first at the Hacienda Motel in Fresno on Thursday, May 18, 1967 and the second at the Sacramento Inn in Sacramento on Thursday, May 23, 1968. Both conferences were designed to acquaint trade union officials and other interested trade unionists with recent developments in the administration of the state's social insurance programs in order to help their members get all benefits they're entitled to promptly. Both of these conferences were hailed as "a tremendous success."

Another aspect of the Federation's involvement in educational activities was the week-long Summer School held on the University of California's campus at Berkeley July 30-August 4, 1967, which was keynoted by Leon Keyserling, an economist of international repute who served as President Truman's chief economic advisor.

Trade unionists participating in the school explored such issues as the causes of rising taxes, ways to bring about tax relief, and whether local control of federally financed programs is in fact desirable. It also ranged over the AFL-CIO's position on a number of social and eco-

nomic issues that directly affect the working conditions and take-home pay of California trade unionists.

At present, the Executive Council has under consideration plans to broaden these educational efforts by discarding the week-long Summer School program in favor of a series of one or two-day seminars throughout the state at different times during the year in order to maximize regional participation in these educational activities.

At its meeting of June 22, 1968 in Sacramento, the Executive Council adopted a three-point policy regarding the Federation's annual scholarship awards program, which this year provided 21 California high school seniors with \$500 awards, four more than were awarded in 1967.

The new policy stipulates that:

1—Future scholarships will be accepted only in the name of the labor organizations which are affiliated with the Federation at the time of establishment of the scholarship.

2—The Federation will not divulge the scores of participants nor give any papers of contestants to anyone, but reserves full right of use or publication of all papers in its full discretion.

3—If the facilities of the Federation are requested to be used for the purpose of awarding scholarships, the sponsors of these scholarships must accept all the rules of the Federation regarding scholarships and agree that the scholarships will be available to contestants from all high school seniors in the state of California and not from any limited area or limited class of competitors.

MINIMUM WAGES

Organized labor's continuing efforts to bar the exploitation of child labor and assure meaningful wages and other protections for women workers are perhaps best reflected by action taken by the Executive Council at its meeting at the Edgewater West Motor Inn in Oakland on August 23-24, 1967, when it adopted a statement stressing the need for a pay floor substantially higher than the \$1.65 hourly level tentatively proposed for adoption by the Commission three months earlier. The text of the Council's statement was as follows:

"New minimum wages and working conditions for women and minors will soon be promulgated by the California

Industrial Welfare Commission, now that many days of public hearings on the proposed revisions have ended.

"These hearings before capacity crowds in Los Angeles, Fresno and San Francisco, produced the usual outcries by businessmen who, with monotonous regularity, stated a realistic increase in the minimum wages, along with improved working conditions, would be a disaster.

"Such outbursts conveniently overlook the fact that California employers not only can afford to pay decent wages but that simple justice requires it.

"The California Labor Federation, AFL-CIO, again urges that the Industrial Welfare Commission adopt an hourly minimum wage of \$2.00 as well as a basic 40-hour work week without exception for all workers covered by Commission orders.

"It must be remembered that \$2 an hour is, at best, a bare minimum that, even if a worker is employed full-time the year round, scarcely covers the necessities of life in 1967.

"Moreover, while the federal minimum wage will soon be \$1.60 an hour, to view it as a guide for California is misleading because it represents a political compromise between northern industrial states and such deep south states as Mississippi where per capita income is only one-half California's level.

"The fact is that both average wages and the cost-of-living are much higher in California than in the nation at large and a realistic California minimum wage must reflect this obvious truth.

"Finally, we urge the Industrial Welfare Commission to recognize the fact that any new minimum wage it sets may remain stationary for many years even though the cost-of-living will continue to rise with a corresponding decline in real 'purchasing power.'

"For all these reasons a uniform minimum wage of \$2 an hour along with a 40-hour work week with time and one-half for overtime are necessary steps in the never-ceasing battle to eliminate poverty and deprivation in California."

APPRENTICESHIP

In keeping with the Executive Council's efforts to expand opportunities for minority groups to participate in apprenticeship training and at the same time maintain high standards of craftsmanship, the Executive Council was repre-

sented at a meeting in Riverside on January 27, 1967, at which proposed regulations of the State Division of Apprenticeship Standards pertaining to minority group participation in the State Apprenticeship Program were discussed.

One of the outgrowths of that meeting was the adoption of a statement of policy by AFL-CIO unions that participated in the Riverside meeting. That policy reads as follows:

**"Policy of Participating
AFL-CIO Unions"**

"The provisions applicable to apprenticeship shall be maintained separately in the California Administrative Code and in accordance with the existing provisions of the Shelley-Maloney Act.

"The provisions applicable to journeymen under Section 3093 (d) of the Labor Code shall be separately stated from the provisions of the California Administrative Code applicable to apprenticeship and shall be in accordance with the provisions of Sub-Section (d-3) of Section 3093 of the Labor Code.

"All other training programs shall have the provisions applicable separately stated in the California Administrative Code and shall be in full compliance with the provisions of the Shelley-Maloney Act, and particularly Section 3093 of the Labor Code Sub-Divisions (b), (c), (d-3) and (g)."

This action was reported to the Executive Council at its meeting in Sacramento April 7-8, 1967. Following an extensive discussion of the issue of equal opportunity in apprenticeship programs, the Executive Council adopted the policy statement developed by participating AFL-CIO unions at the Riverside hearing as Federation policy after amending it to empower the Secretary-Treasurer to further develop the Federation's position in this regard in order to cope with possible future problems that may arise and further amending it to note that the California Labor Federation had sponsored and achieved passage of the first bill in California dealing with discrimination, the bill to outlaw discrimination in public employment.

It should be noted that in the two years since the Federation's last convention, there has been a substantial acceleration of effort by Federation affiliates to search out minority youths and, where necessary, provide them with remedial training to enable them to qualify for the various apprenticeable trades.

This effort was underscored a little more than two months ago when AFL-CIO President George Meany, in pledging organized labor's support to the Job Opportunities in the Business Sector (JOBS) program which will seek to place 500,000 hardcore unemployed in jobs in private industry by the summer of 1969, said:

"As you may know, many of our unions, especially in the apprenticed trades, have gone to great lengths to facilitate entry to their trades on the part of youngsters from minority groups."

Meany reflected the experience of many California union officials when he noted that in many cases these efforts to reach the disadvantaged boiled down to a "search for takers."

To cite an example of positive action in this field, an apprenticeship outreach program to help prepare 200 minority applicants for apprenticeship openings in San Mateo, Santa Clara, Alameda, Contra Costa and Marin Counties was set up just last June through agreement between the local Building and Construction Trades Councils and the U.S. Department of Labor's Manpower Administration.

This project, which involves a substantial donation of time by concerned trade unionists, will provide 200 disadvantaged minority youths with 4 to 10 week "cram" courses for specific examinations in 18 building and construction trades, such as carpentry, sheetmetal working and plumbing. The courses will include mock oral tests and extensive coaching and tutoring to help them score well in tests held by the Joint Apprenticeship Committees.

ASSISTANCE TO AFFILIATES

As in the past, the Executive Council continued to lend every assistance possible to affiliates involved in strike situations.

For example, at its meeting in Sacramento in April 1967, the Executive Council threw its "wholehearted support" behind the efforts of the AFL-CIO American Federation of Television and Radio Artists to improve the compensation and working conditions of radio and TV newsmen.

In a wire sent to the embattled union on Friday, April 7, the Executive Council expressed the "strong hope that the objectives of AFTRA will be accomplished

promptly through fair and realistic negotiations by network representatives."

The following week the union ratified new contracts with the Columbia Broadcasting System, the American Broadcasting Company and the National Broadcasting Company assuring radio-TV newsmen a minimum weekly guarantee of \$300 instead of \$250 plus 25 percent of appearance fees to be paid when newsmen are seen on films or live broadcasts.

COPPER STRIKE AID

Similarly, the Executive Council voted a substantial contribution to the seven-months long strike in the non-ferrous metal industry at its February 8, 1968 meeting at the San Francisco International Airport and publicized the fact that recent hearings conducted by a three-member federal panel had made it abundantly clear that the big four copper companies — Anaconda, American Smelting and Refining Company, Kennecott Copper, and Phelps Dodge Corporation — were refusing to bargain realistically and insisting on complete union surrender. This strike involved some 50,000 trade unionists in 12 states.

ANTI-TRUST ACTION

Likewise, in an effort to protect affiliates in the printing trades industry, the Executive Council took action at its August 1967 meeting to mobilize congressional opposition to U.S. Senate Bill 1312, the so-called "Failing Newspaper Act."

This bill would have made inoperative any anti-trust efforts by the federal government that sought to dissolve any newspaper combination or joint newspaper operating arrangement. Its major purpose was to overturn a federal court decision in a Tucson, Ariz., case in which the Justice Department sought to dissolve a long-time joint operating and advertising rate-fixing combine. This case could have ramifications in both San Francisco and Los Angeles.

If enacted, S. 1312, introduced by Senator Carl Hayden (D-Ariz.) would have undoubtedly increased the already dangerous concentration of the daily press in the hands of fewer publishers and owners.

In response to actions taken by the Executive Council, the Federation's Secretary-Treasurer Thos. L. Pitts sent the following wire to Senators Kuchel and Murphy:

"The Executive Council of the California Labor Federation, AFL-CIO, meeting August 23 and 24 in Oakland, California, had as one item on the agenda S. 1312, the so-called 'Failing Newspaper Act.'

"After discussion of the bill and its implications, the Executive Council voted to oppose it on, among other grounds, the belief that its passage, besides obviously weakening the application of anti-trust laws in the newspaper industry, would act to increase the growing concentration of the daily press in the hands of fewer publishers.

"Accordingly, on behalf of the Executive Council of this Federation, I urge you not to support S. 1312."

RAILROAD DISPUTE

At the same August 1967 meeting, the Executive Council also took sharp exception to congressional action in the railway labor dispute that required railroad workers to work for government-imposed wages for up to a year and a half although no restraints were imposed on rail profits.

At its first meeting following the congressional action on July 17, the Council issued the following statement:

"Recent congressional action requiring more than 135,000 union railroad workers to work for government-imposed wages for possibly a year and a half while no restraints whatever are imposed on the profits of their employers, violates this nation's commitment to free collective bargaining and dangerously compromises, in fact usurps, the basic right of free men to negotiate with their employers for the value of their services.

"The fact that this action was taken despite the pledge of the six shop craft unions involved to move all shipments vital to the military effort and to the economy only underscores the gravity of this perilous step toward a corporate state.

"It is axiomatic that without the right to strike, the worker is impotent at the bargaining table.

"If a business is so vital to the public interest that it cannot be struck, then the public interest must extend equally to the profit side of the enterprise.

"An action which clamps controls on wages while letting profits run simply cannot be countenanced if this nation is to protect and preserve the individual freedoms it cherishes.

"In the interest of protecting the collective bargaining rights of California's 1.5 million union members, we therefore urge Congress to enact legislation which will protect the job equity of workers involved in such labor disputes while impounding the profits of a business or industry that cannot be struck because of the so-called public interest factor."

HEARST STRIKE-LOCKOUT AND INSURANCE STRIKE

Again, in connection with the now nine-months long strike-lockout at the Hearst-owned Los Angeles Herald-Examiner, the Executive Council authorized a substantial contribution to the union's joint strike fund and issued a state ment at its June 1968 meeting in Sacramento declaring that:

"Hearst's contempt for the right of workers to bargain collectively with their employers constitutes a real and immediate threat to the wages, working conditions and job security of union members not only in Los Angeles but throughout California and in the nation at large."

At the same meeting, the Executive Council also authorized a significant contribution to the Insurance Workers International Union, Local 83, Burbank, which was involved in a David and Goliath struggle with the Metropolitan Life Insurance Company.

In order to generate maximum support for the unions involved in the Los Angeles Herald-Examiner dispute as well as those in the nationwide Insurance Workers strike, the Executive Council sent an appeal to all Federation affiliates in June 1968 which highlighted the issues involved as follows:

"California trade unionists involved in two critical labor disputes—the strike-lockout at the Los Angeles Herald-Examiner, now in its 27th week, and the more recent strike against the giant Metropolitan Life Insurance Company by members of the AFL-CIO Insurance Workers International Union—urgently need the help of every union in this state.

"They are fighting our fight. They deserve our help.

"The Herald-Examiner dispute constitutes a direct, frontal assault on the trade union movement . . . For more than seven months" . . . the 10 unions involved . . . "have explored every avenue available

to try to bring Hearst management to the bargaining table.

"But publisher George R. Hearst, Jr., has spurned them all. Instead he has chosen to erect a 10-foot high steel fence topped with barbed wire and has imported scores of professional strike-breakers from all over the nation in an obvious attempt to destroy the unions and impose a compulsory open shop.

"This was reflected early in the strike when the Herald-Examiner management insisted that strikebreakers would have to be given super-seniority over strikers in any contract to be negotiated. It was pointed up again last April when a special three-man panel appointed by the Mayor resigned after more than a month of futile efforts to get management to the bargaining table. . . . In its letter of resignation, the panel declared:

"The cause of our failure is clear. One of the parties to the dispute, the Herald-Examiner management, has flatly refused to cooperate with this panel."

"Just this month Hearst corporate officials torpedoed another mediation effort when they refused to enter marathon negotiations with top leaders of four of the international unions. . . .

"Hearst's contempt for the rights of workers to bargain collectively with their employers constitutes a real and immediate threat to the wages and working conditions and job security of union members not only in Los Angeles but throughout California and in the nation at large.

"The Hearst Corporation has been described as suffering from 'an embarrassment of riches' and its assets were placed at more than half a billion dollars by Forbes Magazine. A number of much less affluent papers, including the Bakersfield Californian and the Long Beach Press-Telegram, have already signed union contracts far superior to Hearst's last proposal. . . .

"A similar David and Goliath battle is developing in the insurance industry where the small but vigorous AFL-CIO Insurance Workers International Union is carrying the fight for decent wages and working conditions for a small group of underpaid white collar workers against one of the world's biggest financial firms. The white collar workers' need for union protection has long been recognized. The IWIU's strike amounts to a critical battle in the insurance field. They need help and they need it now . . ."

The letter went on to urge all affiliates to "contribute generously and continuously" to help win these crucial battles for workers' rights.

All of these actions were publicized extensively in the California AFL-CIO News.

In similar manner, the Federation has also continued to provide strong support to the drive by the AFL-CIO United Farm Workers Organizing Committee to win union representation and protections for California's long-exploited farm workers, a subject which is covered more extensively in a separate section in this report as well as in the Secretary-Treasurer's report.

EXONERATIONS

During the past two years, the Executive Council has continued the policy authorized by Section I of Article XIV granting exonerations in the payment of per capita taxes to locals because of a strike or other good cause. The standard practice in connection with such cases has been to confine exonerations to the period of the strike and to limit such exonerations to those actually on strike. Indirect strike assistance of this nature was granted upon request in the following instances:

At the August 1967 meeting in Oakland, exoneration was granted to United Rubber, Cork, Linoleum and Plastic Workers No. 726, Salinas; No. 510 Westminster; No. 560 Seal Beach, and No. 100 Southgate.

Exoneration was also granted at the same meeting to Cab Drivers No. 101, San Diego.

At the November 8-9, 1967, meeting in Palm Springs, exoneration was granted to United Rubber, Cork, Linoleum and Plastic Workers No. 44, Los Angeles, due to a lengthy strike. This exoneration was granted for the four months requested.

At the February 1968 meeting, Los Angeles Newspaper Guild Local 69 was granted exoneration from payment of per capita tax on its total membership effective December 15, 1967, for the duration of the strike against the Los Angeles Herald-Examiner.

At the same meeting exoneration was granted to the San Francisco-Oakland Newspaper Guild Local 52 for the month of January 1968 and for the duration of its strike against the San Francisco Examiner and the San Francisco Printing Company.

At its June 1968 meeting in Sacramento, the Executive Council granted reinstatement to United Cement, Lime and Gypsum Workers District Council No. 3, Victorville, and also granted that affiliate exoneration from payment of per capita for the duration of their strike.

At the same meeting a request for exoneration from payment of per capita tax from San Francisco Federation of Teachers Local 61 was denied on grounds that the Local was on strike for only one day.

Also at the same meeting the Executive Council granted exoneration to Communication Workers of America Local 9490 of Pacifica as well as to CWA Local 9415, Oakland.

A request for exoneration from United Steelworkers Local 5004, San Pablo, was denied at the same meeting, because, although it was recognized that the local was facing financial hardships, it was not on strike and did not warrant exoneration.

Exoneration from payment of per capita tax was also granted at the same meeting to Insurance Workers International Union Local 83, Burbank, for the duration of its strike against the Metropolitan Life Insurance Company.

To assure full exoneration for unions embattled in strike situations, the Executive Council adopted a motion at its June 1968 meeting in Sacramento to provide for the inclusion of exonerations in determining both voting and representation strength at the Federation's forthcoming seventh convention at the Memorial Auditorium in Sacramento.

COMMUNITY SERVICES

In the broad field of community services, the Executive Council has been engaged in a number of activities such as the Federation's fight against the attempt by Governor Ronald Reagan to impose arbitrary and unnecessary cuts in the state's Medi-Cal program and its extensive opposition to the Pacific Telephone and Telegraph Company's attempt to cram a totally unwarranted \$181 million rate increase down the throats of California consumers.

But both of these matters, as well as the Federation's successful fight to win a temporary restraining order to bar the use of prison labor in a manner that would only serve to depress the wages and working conditions of domestic farm workers, while having a community serv-

ice aspect, are reported in greater detail in other sections of this report as well as in the report of the Secretary-Treasurer.

In addition to these activities, the Executive Council has continued to lend its full support to scores of civic service organizations and to respond promptly to special appeals such as the Red Cross SOS (Support Our Servicemen) appeal issued earlier this year.

Similarly, the Executive Council took action in the fall of 1967 to support a fund drive initiated by the National AFL-CIO Department of Community Services to purchase new toys for children in flood-stricken Fairbanks, Alaska. Since the request for this assistance was received too late to be effective if a separate California fund drive were initiated, the Executive Council suggested that affiliates make contributions directly to the National AFL-CIO in order to help assure a brighter Christmas for the hapless young victims of that natural disaster.

There are, however, two other aspects related to the Federation's involvement in community service activities that require comment in this report.

First is the fact that a large number of voluntary health, welfare and recreation agencies either lack adequate labor representation on the one hand or, on the other, having substantial labor representation, accord little credit to organized labor's efforts and contributions in the community service field. This is an area which many local central bodies and local unions might well look into in the interests of improving and cementing strong, positive community relations.

Secondly, as the AFL-CIO National Executive Council observed earlier this year, "a number of such voluntary health, welfare and recreation agencies do not always practice what they preach. Instead of recognizing the moral right of their employees to join organizations of their own choosing for collective bargaining purposes, they deny it.

"Instead of employing union labor for building and construction work, they employ non-union labor. Instead of purchasing union-made goods and services, they use non-union goods and services. This, of course, is not true of most voluntary agencies, but is true of enough of them to present a problem in labor-agency relationships and community organizations generally."

Such a situation has been reported to the Executive Council by the Office and Professional Employees regarding the California Division of the American Cancer Society, a situation which had not been adequately resolved as of the date of this report.

In view of this, it is pertinent to this report to include a statement issued by the AFL-CIO National Executive Council on agency-union problems at its meeting at Bal Harbor, Florida on February 26, 1968. In that statement, the National Executive Council resolved:

"1. To call upon all voluntary social service and other agencies to employ only union labor, to buy only union-made goods and services and to recognize the right of their employees to join unions of their own choosing and to bargain with these unions in good faith.

"2. To request all central labor bodies to refer all requests to boycott all such agencies that are involved in local labor disputes to the AFL-CIO Department of Community Services.

"3. To direct the AFL-CIO Department of Community Services to intervene with the appropriate agencies for the purpose of obtaining a speedy and satisfactory resolution of each problem."

UNION LABELS, SHOPCARDS AND BUTTONS

Since the conclusion of the Federation's last convention, the Executive Council has continued to stress the need for greater efforts at all levels to develop a fuller awareness among the consuming public as well as within our own trade union membership of the fact that they serve their own self-interest by demanding union-made goods and services.

As reported at the Executive Council meeting in Los Angeles on December 7-9, 1966, the Executive Council's Standing Committee on Union Labels, Shop Cards and Buttons developed a master set of eight inch by ten inch glossy photographic prints of union labels that included the labels of more than 80 national and international unions.

The availability of photofaxed copies of these labels was publicized through the California AFL-CIO News as were color slides of the various labels.

The color slides were developed for use in county fair exhibits and were made available from the Federation at

cost. The Federation's library in San Francisco presently has four sets of these slides with each set including 80 slides of union labels.

Again at the August 23-24, 1967 Executive Council meeting, Max Osslo, Chairman of the Council's Union Labels, Shop Cards and Buttons Committee, stressed the need for a greater educational effort to be undertaken to promote union label awareness.

Toward this end, the Federation's weekly publication, the California AFL-CIO News, provided extensive publicity for both the 1967 six-day AFL-CIO Union-Industry Show held in the Arizona Veterans Memorial Coliseum at Phoenix May 19-24, 1967 and for the 1968 exhibition held June 21-26 at Philadelphia, Pa.

A special effort was also undertaken to publicize the advantages of shopping for the union label during both the 1966 and 1967 Christmas seasons as well as at other times during the period covered by this report.

Also publicized in January 1967 was the development of a new specially designed union label that is now applied to paint manufactured under the jurisdiction of the Brotherhood of Painters and Decorators and Paperhangers of America.

Beyond these activities, the significance of the union label is still perhaps best condensed in the pointed and poignant lines written way back in 1915 by Sarah Cleghorn who observed:

"The golf links lies so near the mill
that nearly every day,
"The laboring children can look out
and see the men play."

At the turn of the century, thousands of children 10 to 14 years old were obliged to scratch out livings in mills, mines and factories for as little as five cents an hour. But today, for the most part, thanks to organized labor, the extensive exploitation of child labor that existed then has been substantially curbed.

Yet only this year reactionary elements prevailed on the State Industrial Welfare Commission to deny overtime pay to minors and extend the age of female student workers from 21 to 25, throughout the summer of 1968 under so-called emergency actions taken by the Commission. The backward steps were subsequently reversed due to strenuous efforts by the California Labor Federation, assisted by central bodies, local unions

and concerned civic groups throughout the state.

But this incident serves to underscore the need for persistent and energetic efforts at all levels to maximize the awareness of the consuming public to the positive constructive values inherent in insisting on products and services backed by the union label.

The meaning of the union label was also incorporated in the Federation's annual scholarship awards program which in the past two years has attracted entries from more than 3,100 senior high school students throughout the state.

The union label program is also related to the Federation's continued policy of publicizing on a statewide basis over the past two years the various campaigns by international unions to boycott products because of anti-labor policies of particular manufacturers. This action is covered in greater detail under the section of this report dealing with the Federation's "We Don't Patronize" List.

As in the past, the Federation is making arrangements in cooperation with the local convention committee of the Sacramento County Central Labor Council for a union label event to be conducted in the course of the 1968 convention. Through the Federation's San Francisco office, the Committee has invited all interested organizations to participate in this special program by making union label goods and materials available for the program.

"WE DON'T PATRONIZE" LIST

In the two years since the Federation's last convention, two more firms have been added to the Federation's official "We Don't Patronize" list at the request of affiliates involved.

In addition, publicity has been accorded to disputes involving many AFL-CIO unions in the labor press through the California AFL-CIO News.

At its meeting in Palm Springs on November 8, 1967, the Executive Council placed Giumarra Vineyards on the Federation's "We Don't Patronize" list at the request of Cesar Chavez of the AFL-CIO United Farm Workers Organizing Committee. As of the date of this report this nationwide boycott which has attracted accelerating support from clergymen of all faiths as well as positive action by city government officials in New York, Detroit, and Boston, is still in full force and effect. The UFWOC has reported that Giumarra table grapes

are marketed under various labels including:

Grape King; Arra; Uptown; Mr. G.; GVC; and Honeybunch. Other labels also being used by the corporation now, the union said, include: Ar-Cal; Blue-Jay; Del-Ora; Haddad; J.J.; Pow Wow and Royal K.

At its meeting in Sacramento on June 21, 1968, the Executive Council also placed Tennessee Plastics of Johnson City, Tenn., on the Federation's "We Don't Patronize" list in response to a request from Harold Jaeger, Secretary-Treasurer of the State Association of Electrical Workers in Los Angeles. This action was also publicized in the California AFL-CIO News.

It should be noted that where requests from an affiliate are received for boycott action, such requests must be accompanied by information indicating that agreement has been reached by all unions representing employees of that particular company. The lack of such agreement may oblige the Executive Council to reject request for the placement of firms on the Federation's "We Don't Patronize" list since unilateral action in response to a request from only one union involved could have an adverse effect on the members of other unions also directly involved.

It should also be noted that consumer boycott actions have been lifted against the DiGiorgio Corporation following that firm's positive action in negotiating a contract with the AFL-CIO United Farm Workers Organizing Committee. The successful conclusion of that consumer boycott removes the following brand names marketed by the DiGiorgio Corporation from the Federation's "We Don't Patronize" list:

S&W Fine Foods; Tree-Sweet; White Rose; Redi-Tea; and Pique.

Firms added to the Federation's "We Don't Patronize" list between 1964 and 1966 which remain on the list include two restaurants on Highway 40 between San Francisco and Sacramento — the Nut Tree and the Coffee Tree as well as the MacMillan Ring Free Oil Company.

In addition, the Federation has given extensive publicity to scores of other union boycott efforts including the successfully concluded actions initiated by various unions during the past two years against the Sealy Mattress and Empire

Bedding Company of Albany, New York, the Louis Marx Toy Company of Erie, Pennsylvania; and the Metropolitan Life Insurance Company as well as such on-going boycotts as those against the Kingsport Press of Kingsport, Tennessee and the Los Angeles Herald-Examiner.

STANDING COMMITTEES

Over the past two years, the Executive Council has been assisted in its work by its seven standing committees. As a result of the vacancies that have occurred on the Council, the membership of these committees has been altered accordingly. The committees currently are composed as follows:

Legislation

Manuel Dias, Chairman
M. R. Callahan
William G. Dowd
Max Osslo
Herbert Wilson
(one vacancy due to the death of Arthur Dougherty)

Education

T. A. Small, Chairman
G. J. Conway
Robert Ash
Edward Shedlock
John L. Dales
(one vacancy due to the death of Harry Hansen))

Community Services

E. P. O'Malley, Chairman
H. D. Lackey
Howard Reed
Morris Weisberger
Fred Fletcher
Stanley Lathen

Safety and Occupational Health

Kenneth Larsen, Chairman
Paul Jones
Richard W. Hackler
Joseph Seymour
Marvin Adair
(one vacancy due to the disaffiliation of the UAW)

Civil Rights

Wilbur Fillippini, Chairman
Manuel Dias
Harry Finks
G. A. McCulloch
Jerome Posner
Ray S. Mendoza
(one vacancy due to the resignation of Charles Smith)

Housing

John Cinquemani, Chairman
Chris Amadio
Anthony Bogdanowicz
C. A. Green
Ray Wilson
(one vacancy due to the resignation
of Charles Smith)

Union Labels, Shop Cards and Buttons

Max Osslo, Chairman
Robert Ash
Wilbur Fillippini
Harry Finks
H. D. Lackey
Jerome Posner

TRIBUTE TO C. J. 'NEIL' HAGGERTY

In view of the many years of service rendered to the Federation and to organized labor at large both in California and nationally by C. J. "Neil" Haggerty, the Executive Council at its June 21-22, 1968 meeting at the Hotel El Dorado in Sacramento extended an invitation to Mr. and Mrs. Haggerty to attend the Federation's seventh convention as special guests of the Federation.

1968 CONVENTION

By action of the 1966 convention, the choice of a convention city was referred to the incoming Executive Council. In accordance with this action, the Executive Council reviewed various proposed sites and the availability of adequate facilities and determined that the convention should be held in Sacramento at its meeting of August 23-24, 1967 during either the week beginning September 23 or September 30, 1968, leaving the selection of the exact week in the hands of the Secretary-Treasurer.

At the Council's next meeting held in Palm Springs November 8-9, 1967 the Secretary-Treasurer reported that arrangements had been made for the convention to be held in the Memorial Auditorium in Sacramento the week of September 23-28, 1968 and that the headquarters hotel would be the Hotel El Dorado in Sacramento.

Although the Federation's constitution stipulates that Federation conventions shall be convened on the third Monday of August of even-numbered years, it also authorizes the Executive Council (Article XV Section 2) "to select another

convention city and/or change the convention date" if facilities are inadequate or unsatisfactory, or if other good cause is found to exist."

With the passage of Constitutional Amendment 1A at the November 1966 general election, which authorized annual regular sessions of the legislature, the Executive Council recognized that the 1968 regular session of the legislature might well extend into July or August and allow insufficient time for affiliates to draft resolutions geared to legislative and other actions to be sought in 1969 and thereafter if the actions of the 1968 legislature were still indeterminate.

Subsequent events, particularly the confusion shrouding the windup of the 1968 session and whether it "adjourned" on Saturday, August 3, 1968 or "recessed" on Tuesday, August 6, 1968, indicate that the Executive Council acted with considerable foresight in this regard.

At its June 21-22, 1968 meeting in Sacramento, the Executive Council reviewed and approved all preliminary plans for the convention which will open September 23 in Sacramento and continue from day to day until the work of the convention is completed. During the week immediately prior to the opening of the convention, the Executive Council is scheduled to meet beginning Wednesday, September 18, 1968 to develop and approve proposed statements of policy to be submitted to the convention.

The Executive Council is aware and regrets that the first two days of the forthcoming seventh convention, September 23 and 24, 1968, conflict with Jewish Holy Days but the shortage of adequate convention facilities throughout the state made it virtually impossible to rearrange these convention dates. However, efforts have been made to arrange convention matters to minimize this time conflict for delegates of the Jewish faith.

Fraternally submitted

**THE EXECUTIVE COUNCIL,
CALIFORNIA LABOR
FEDERATION, AFL-CIO**

Albin J. Gruhn
President

Thos. L. Pitts
Secretary-Treasurer

Manuel Dias
General Vice President

Max J. Osslo
M. R. Callahan
Ray S. Mendoza
Anthony J. Bogdanowicz
John L. Dales
John A. Cinquemani
Kenneth D. Larson
Joseph H. Seymour
Ray M. Wilson
G. A. McCulloch
Wilbur Fillippini
H. D. Lackey
C. A. Green
Thomas A. Small
Morris Weisberger
Joseph R. Garcia
Chris Amadio

William G. Dowd
Robert S. Ash
Paul L. Jones
Howard Reed
Stanley Lathen
Harry Finks
Marvin Adair
Joseph Angelo
Richard W. Hackler
Edward T. Shedlock
Herbert Wilson
Jerome Posner
Joseph P. Mazzola
E. P. O'Malley
Fred D. Fletcher
G. J. Conway

Vice Presidents

REPORT OF THE SECRETARY-TREASURER

San Francisco, September 1, 1968

To the Seventh Convention of the California Labor Federation, AFL-CIO . . .

Greetings:

The activities of this Federation since its Sixth Convention have been built around the historic goal of the labor movement to achieve a fuller, more meaningful life for workers and their families in a free society. This report highlights the many and varied activities of the Federation over the past two years, ranging from farm labor to taxation, and from education to civil rights.

The breadth of the Federation's activities have reflected our continued concern over the fact that far too many citizens, particularly from low-income and minority groups, continue to remain unemployed or underemployed in California and throughout the nation. In California, particularly, the unemployment rate has continued considerably above the national average and hovers around the 4.5 percent mark with minority groups experiencing rates in excess of 10 percent. The failure of our economy, both locally and nationally, to generate enough jobs to fully employ a growing labor force and workers displaced each year by automation has intensified the problems that led to the urban explosions of the past few summers.

CONCENTRATION OF WEALTH

Your Federation has continued to push for the fair sharing of this nation's wealth by all, realizing that tremendous imbalances exist and, with the skyrocketing cost-of-living, wage earners and their families have seen little improvement in their standard of living in recent years. This is indicated by the harsh but true fact that the top five percent of this nation's population receive 20 percent of the nation's wealth, while, in contrast, the bottom 20 percent receive only five percent of the nation's wealth.

On a broad front your Federation has continued to push those liberal, progressive, and responsible policies that have been the California labor movement's trademark for years. For example, deep concern has been continually voiced regarding California's inadequate and regressive tax structure, with its heavy emphasis on consumer taxes such as those on sales and cigarettes, and the

severely regressive property tax. We have supported efforts to revitalize California's home construction industry, recognizing that if the present trend continues, with each passing year, the situation will worsen.

PRESSING FOR ACTION

We have continually pressed for enactment, both nationally and at the state level, of progressive legislation across-the-board to aid farm workers, teachers, public employees, and other workers make their life more secure and allow them to be fuller participants in American society.

Your Federation has acted against the backdrop of a major change in the California political structure stemming from the November, 1966 election. The basically progressive thrust of California state government for nearly 30 years has been reversed. Today the thrust is towards government by and for special interest groups; a government that takes little interest in the true needs of the vast majority of Californians. A "penny-wise, pound-foolish" policy has replaced responsible government in Sacramento and much of your Federation's time has been spent defending many of this state's historic programs and policies, as in the field of higher education, which have come under steady attack.

The simple fact is that we cannot have a healthy, prosperous society in California and nationally without taking bold and innovative steps to insure that jobs at decent wages exist for all persons willing to work. This is particularly true in California where our population continues to grow by a half-million persons each year and the heavy reliance, in the manufacturing sector, on aerospace spending threatens long-term economic stability. Recognizing the many problems facing us, this Federation has continued to insist upon state government policies, both legislative and executive, that protect and enhance the livelihood of Californians.

FIGHT FOR A FREE SOCIETY

Unpredictable changes at the national level, typified by the urban crisis at home and disunity regarding the Vietnam war, the decision of President Johnson not to seek re-election, and the tragic assassinations earlier this year of the Reverend Martin Luther King, Jr., and Senator Robert Kennedy, have combined

to produce an era in which the trade union movement of this state and nation must strive ever harder to insure that a free society truly exists for all.

The following sections of this report summarize this Federation's activities and efforts since our last convention in 1966. In this regard, your Federation's 1967 legislative program and efforts were detailed in a report titled "1967 Legislative Report" and mailed to all affiliates in September, 1967. The 1968 Legislative Report also has been mailed to all affiliates.

1966 CONVENTION RESOLUTIONS

Upwards of 40 resolutions adopted by the Federation's 1966 convention called for further action by the Secretary-Treasurer in some form. Copies of these resolutions, together with covering letters, were sent to appropriate individuals and organizations, including federal, state and local government officials and agencies concerned with or interested in the subject matter covered.

Resolutions sent to President George Meany:

Copies of nine resolutions adopted at the 1966 convention were sent to AFL-CIO President George Meany. A number of these resolutions requested action by the national AFL-CIO while the balance called for federal legislation or administrative action of some form. They were:

No. 68—"Shipbuilding Conference."

No. 81—"Executive Order 10988."

No. 82—"Repeal the Hatch Act."

No. 132—"Don't Patronize Kingsport Press."

No. 139—"Federal Minimum Wage."

No. 141—"Program to Eliminate Poverty."

No. 142—"Repeal Section 14(b) (Taft-Hartley)."

No. 143—"Low-Rent Housing."

No. 144—"Comprehensive Health Care Insurance."

Resolution sent to certain labor officials:

No. 132—"Don't Patronize Kingsport Press."

Copies of this resolution were sent to the Kingsport Allied Printing Trades Unions and the Union Label and Service Trades Department of the AFL-CIO.

Resolutions sent to all of California's U.S. Representatives and Senators:

Copies of the following eight resolutions were sent to members of the California delegation in the United States Senate and the U.S. House of Representatives:

No. 66—"Aid to Shipbuilding and Shipping."

No. 81—"Executive Order 10988."

No. 82—"Repeal the Hatch Act."

No. 139—"Federal Minimum Wage."

No. 141—"Program to Eliminate Poverty."

No. 142—"Repeal Section 14(b) Taft-Hartley)."

No. 143—"Low Rent Housing."

No. 144—"Comprehensive Health Care Insurance."

In addition, the congressional delegation was sent the 14 statements of policy adopted at the Federation's 1966 convention.

Resolutions sent to certain federal officials and agencies:

No. 67—"Tank Building and Bulk Cargo Carriers."

This resolution was sent to the Maritime Administration of the U.S. Department of Commerce.

No. 74—"Women Workers and Protective Legislation."

This resolution was sent to Stephen Shulman, Chairman, Equal Employment Opportunity Commission, Washington, D.C.

No. 80—"Railway Post Offices."

This resolution was brought to the attention of Lawrence O'Brien, Postmaster General, Post Office Department, Washington, D.C.

Resolutions sent to Governor Reagan:

Copies of the following eight resolutions were sent to Governor Ronald Reagan:

No. 5—"Union Contract Terms for State Highway Work."

No. 15—"California Mill-Cabinet Industry."

No. 57—"Decrease in Nursing Service Personnel."

No. 66—"Aid to Shipbuilding and Shipping."

No. 132—"Don't Patronize Kingsport Press."

No. 165—"Protection of Women Workers."

No. 190 — "State Home Finance Agency."

No. 202—"Mexican Independence Day"
Resolutions sent to California State Legislators:

The following resolutions were sent to all members of the California Legislature:

No. 165—"Protection of Women Workers."

No. 190 — "State Home Finance Agency."

Resolutions sent to certain state officials:

No. 15—"California Mill-Cabinet Industry."

Copies of this resolution were sent to all members of the State Board of Education, to the State Superintendent of Public Instruction, to the California Association of Public School Business Officials, to the Chancellor of the California State Colleges, and to the California Association of School Administrators.

No. 57—"Decrease in Nursing Service Personnel."

Copies of this resolution were sent to all members of the State Personnel Board and to Dr. J. V. Lowry, Director of Mental Hygiene, State Health and Welfare Agency.

No. 74—"Women Workers and Protective Legislation."

This resolution was sent to Mrs. Frances Larson, Chairman, Industrial Welfare Commission, State of California.

No. 162—"Protection of Welders."

A copy of this resolution was sent to Mr. Sigmund Arywitz, Labor Commissioner, Department of Industrial Relations, State of California.

Resolutions sent to municipal officials:

No. 175—"Commend City and County of San Diego."

Copies of this resolution were sent to the Chairman, Board of Supervisors, County of San Diego and to the Honorable Frank E. Curran, Mayor, City of San Diego.

Resolutions sent to other groups and organizations:

No. 124 — "Support Community Chest and other Fund-Raising."

This resolution was sent to the United Givers Fund.

No. 132—"Don't Patronize Kingsport Press."

Copies of this resolution were also sent to the trustees of the California State Colleges and to over 500 school boards, including junior college boards, throughout the state.

No. 150—"Support of the NAACP."

A copy of this resolution, commending the NAACP, was sent to Mr. Leonard Carter, Regional Director, NAACP, San Francisco.

No. 151—"Endorse Jewish Labor Committee."

A copy of this resolution was sent to Mr. Max Awner, Executive Director, Jewish Labor Committee, San Francisco.

No. 152—"Support of Histadrut."

A copy of this resolution was sent to Mr. Chaim Gottlieb, Executive Director, Histadrut, San Francisco.

No. 153—"Support Community Service Organization."

A copy of this resolution was sent to Mr. Al Pinon, Director, Community Service Organization, San Jose.

No. 187—"Runaway Production of Motion Pictures by American Interests."

A copy of this resolution was sent to Mr. Joseph G. Alterman, President, National Association of Theatre Owners, New York, N.Y., and to Mr. Jack Valenti, President, Motion Picture Producers Association of America, New York, N.Y.

In addition, the following resolutions were given publicity in the Federation's weekly newspaper:

No. 13—"Raiding Tactics."

No. 16—"Aid—United Givers."

No. 35—"Oppose Fire Police Disparity."

No. 37—"Yes' on Proposition No. 1."

No. 87—"Paintmakers Union Label."

No. 124—"Support Community Chest and other Fund-Raising."

No. 182—"Drive to Organize MacDonald's."

No. 200—"Support Airline Strike."

The intent and goals of this resolution also were conveyed to California's congressional delegation by convention action at the 1966 convention.

A summary of actions taken on resolutions referred by the 1966 convention to

the Executive Council is carried in that body's report to this convention.

CALIFORNIA AND THE ECONOMY

Our state's many economic problems have continued to consume a substantial portion of the time and energies of your Secretary-Treasurer and Federation staff. The Federation has participated in conferences dealing with the problems of the California economy, addressed numerous groups and organizations, setting forth the Federation's aims and programs, consulted with various groups in furtherance of our aims, and testified before appropriate legislative committees.

California's major economic problem continues to be its inability to create sufficient jobs for all willing to work. This is the case despite the fact that employment in California has grown steadily in recent years. In June, 1968, for example, the number of employed Californians reached an all-time high of about 7,700,000 and the labor force exceeded 8,000,000 persons for the first time in history. However, total unemployment was nearly 400,000 and the unemployment rate, seasonally adjusted, was 4.6 percent. This is below the 1967 rate, but still exceeds the national average by over 20 percent.

While the Federation has repeatedly pointed out that the high degree of interrelatedness between our state's economy and the nation as a whole means that national economic policy plays a critical role in determining the health of the California economy, there remains no reason for California to accept a higher unemployment level than the nation as a whole.

UNEMPLOYMENT ISSUE

While California's population continues to rise rapidly, a fact pointed to by those apologists of our high unemployment rate who hold that heavy immigration of citizens from other areas of the nation accounts for our high unemployment, a number of other states enjoy, relatively, just as rapid population growth and have not been plagued by the unemployment problems this state faces. It is a sorry fact that throughout this decade California's unemployment rate has exceeded the national average; yet this has not always been true. As recently as 1959 the reverse was the case.

One key problem that continues to plague California is that our state depends heavily on aerospace spending by the federal government, chiefly, for defense, as an economic mainstay. For example, at present over 600,000 of the 1.6 million workers employed in California manufacturing work in aerospace industries. In other words, some 38 percent of the total workers in California manufacturing are employed in aerospace.

IMPORTANCE SPELLED OUT

To show the importance of the aerospace sector in California's total manufacturing employment, the four industries making up aerospace—ordnance, aircraft, electrical equipment, and instruments—in 1950 accounted for only about 17 percent of manufacturing jobs. They now account for 38 percent. In fact, they have provided the chief stimulus for the sharp rise in manufacturing employment in California over the past 15 years.

There is no doubt that a cutback in defense spending at the national level would create severe job problems not only in California defense industries, but in many related industries and thus greatly increase this state's overall unemployment problem. Recognizing this, this Federation on numerous occasions has pointed out the urgent need to diversify California's industrial base in order to decrease dependence on aerospace spending. Unfortunately, the state administration, as in many other cases, has shown little willingness to responsibly face up to the problems that could severely worsen California's economic picture at any moment.

FAIR TAX POLICY PUSHED

Another factor that causes economic problems in California is the inequitable, inefficient and highly regressive tax structure at the state and local levels. Believing that our state must move away from heavy reliance on regressive taxes such as those on sales and cigarettes and the property tax to more progressive tax sources such as the personal income tax, and the bank and corporation tax in order to make the overall tax system more equitable and the state's economy more prosperous, the Federation has championed more equitable tax policy on every possible occasion.

Testifying before the Assembly Interim Committee on Revenue and Taxation in San Diego in November, 1966,

for instance, your Federation pointed out its strong and vigorous opposition to all efforts to boost the state sales tax and urged that greater reliance be placed on state income taxes in order to give California greater revenue stability and help the economy prosper. Noting that California families with annual incomes of less than \$4,000 pay, on the average, 50 percent more of their income in state and local taxes than families with incomes of between \$10,000 and \$15,000, the Federation called the state's over-reliance on regressive consumption taxes not only "unfair" but "economically unwise" because the end result is, state revenues do not increase as rapidly as income growth.

The advantage to the California economy of placing greater reliance on a graduated income tax and other progressive tax sources, the Federation pointed out, is that such taxes help keep the economy on an even keel because income tax yields rise faster than personal income growth during boom periods and drop sharply when income drops. The increased revenue during boom periods would help California's economy curb demand and help to prevent skyrocketing inflation while the decrease in the tax take when business slackens helps to shore up purchasing power.

PROPERTY TAX STAND

The Federation also noted that, due to the extremely regressive nature of the property tax and the fact that property taxes are not related in any way to family income, that "major tax reform . . . particularly property tax reform for those who own and rent is essential." To this end your Secretary-Treasurer noted that revenues from a greatly expanded state income tax could be returned to local school districts to facilitate property tax cuts and thus help to reduce the overall regressive nature of the California tax structure.

Following up on this earlier testimony, your Secretary-Treasurer, in February, 1967, wrote newly-elected Governor Ronald Reagan pointing out that the brunt of most of the major tax proposals then being discussed in Sacramento would fall most heavily on low and moderate-income groups and would further contribute to recurrent revenue crises in the future. Noting that the California economy needs a tax system that reflects the state's basic strength, your Secretary-Treasurer stated to the Governor that, "the crying need now is to enact tax programs that

have a built-in growth factor which would insure that the state's total tax revenues would expand at a rate at least equal to annual growth in personal income."

FED'S SIX SUGGESTIONS

Your Secretary-Treasurer offered six specific suggestions to help meet the state's needs on a sound fiscal basis:

1. The Governor was urged to call for the greatly increased use of the progressive income tax in the state's tax structure. It was pointed out that the state's maximum tax rate (at that time seven percent) should be restored at least to the 15 percent level which existed until the early 1940's.

2. The Governor was urged to support adoption of a pay-as-you-go withholding system which would not only hike revenues by at least \$60 million a year by collecting taxes that otherwise escape collection, but would make taxes easier to pay for the vast majority of citizens.

3. Your Secretary-Treasurer pointed out that any property tax relief should be geared solely to owner-occupied homes and to renters to avoid "giving windfall profits" to large landholders, corporations and apartment house owners.

4. The Governor was asked to support a sharp hike in the bank and corporation tax. Your Secretary-Treasurer pointed out that, counter to the claims of wealthy special interest groups, such business taxes do not injure the state's business climate and cited a study by the University of California at Los Angeles' Bureau of Business and Economic Research which concluded a few years previous that, "higher than average taxes, if coupled with better than average governmental services, beneficial to industry, may well encourage rather than discourage entry of firms."

5. Your Secretary-Treasurer urged the Governor to support increasing inheritance and gift taxes.

6. The Governor was also strongly urged to withdraw his request for a one cent sales tax hike, from four to five cents on the dollar, and for higher taxes on cigarettes and distilled spirits because such taxes amount to a "soak the poor" tax policy.

FOLLOW-UP WITH SOLONS

In May, 1967, your Secretary-Treasurer followed up with a letter to all California legislators pointing out that there was "neither merit nor need" in pro-

posals to boost cigarette and liquor taxes. In reiterating the need for an overall re-vamping of the California tax structure through major tax reform, the Federation noted that while there is "little doubt" that local property taxes are regressive, many of the proposals advanced in the name of property tax relief have aroused "grave concern."

The Federation observed that over 40 percent of the households in California are renters and that to "extend property tax relief to all property owners would amount to giving windfall profits to large landholders, corporations, and others who own office buildings, apartment houses, and the like." In this regard, the family who rents not only would not benefit any from such so-called property tax relief, but low-income and minority group households in particular would pay much higher consumption taxes without even a small indirect reduction in their other taxes.

Summing up, your Secretary-Treasurer pointed out that "if meaningful property tax relief is to be achieved it must include relief to the renter who now pays in his monthly rent a proportion of the apartment owner's property tax. The only beneficiary of property tax reform should be the resident of an owner-occupied, single home and the renter." Your Federation further noted that "to cut property taxes but then offset the cuts with increases in consumption taxes only replaces one regressive tax with another (and) the net result is to perpetuate an inequitable and unfair tax system."

MASSIVE TAX HIKE

The legislature finally did enact, in the summer of 1967, the most massive tax increase in the history of any state. Its essential features included a 25 percent boost in the state sales tax, from four to five cents on the dollar; a hike in the average California taxpayer's personal income tax of 60 percent, without adoption of withholding; an increase in the regressive cigarette tax, from three to ten cents; a raise in liquor taxes; an increase in the bank and corporation tax, from 5½ to 7 percent; and an increase in inheritance taxes to bring in an additional \$17 million. For the average California family with an income of \$10,000 a year the new tax package meant their sales taxes per year were increased \$39; their income tax \$25; cigarette taxes, if they smoked, \$26; and liquor taxes, \$2; a grand total of \$92.

Another important issue in the tax

field has been the attempt by a number of special interest groups to repeal the tax on business inventories. Believing that repeal of business inventory tax would shift a \$300 million tax burden from the business sector to homeowners and renters and provide "windfall gains" to a number of business firms, your Federation testified in opposition to repeal of this important tax in November, 1967, before the State Senate Subcommittees on Revenue and Taxation. Your Federation pointed out that while there may be some problems regarding the business inventory tax because it is levied on the first Monday in March rather than on an average annual basis, the best way to solve this would be to change the method of assessing inventories from a single lien date to an averaging system based on their value on four or more dates spread evenly over the preceding year.

CLAIMS REFUTED

Refuting claims put forward by special interest groups that the inventory tax creates a bad business climate and is inequitable because it falls most heavily on firms having high inventories on a single lien date, the Federation pointed out that an annual averaging system would substantially eliminate this inequitable aspect without shifting the tax burden to households. Your Federation noted that taxes on business are only one part of the so-called "business climate" and inventory taxes are only a minor portion of business taxes. "More important factors in determining 'business climate,'" the Federation observed, "are the growth potential of an area, material and shipping costs, labor productivity and opportunities for profit." Driving this point home, your Federation noted that over the 1950-1960 period total civilian employment in California grew 73 percent while manufacturing employment grew by 96 percent, and that this growth in manufacturing employment would not have occurred if the business inventory tax was a disincentive for businesses to move to and grow in California.

Noting that repeal of the business inventory tax would result in windfall gains to a very limited number of firms, your Federation quoted a 1966 study that found if business inventories were exempted in Los Angeles County alone, which has over a billion dollars in inventory assessment, "one company would receive six percent, three companies 10 percent, and 25 companies representing

only 1-1/100th of one percent of the county's 225,000 businesses, almost 20 percent of the savings. Thus, exemption would result in windfall gains for the firms involved, at least until such time as competition might force some price reductions."

NO FACTUAL EVIDENCE

The Federation also observed that despite claims to the contrary there is no factual evidence available to support the belief that the business inventory tax causes firms to sharply reduce their inventories in March to minimize their taxes. In doing so the Federation cited a report by the Chairman of the Department of Economics of the University of California at Los Angeles disputing this claim.

At the same hearing your Federation strongly urged the California Legislature to work to exempt household goods and personal property from taxation on grounds that taxing them is "inequitable and inefficient." Your Secretary-Treasurer pointed out that it has long been known that some assessors tax household goods on the basis of the number of rooms in a home even though it is clear that a low-income family can live in a large home and a wealthy couple can live in a two or three-room penthouse.

In January, 1968, your Federation again urged Governor Reagan to support property tax relief legislation that would apply only to homeowners and renters believing that "those who need it most" should be the sole beneficiaries of such relief.

WITHHOLDING TAX ISSUE

In writing the Governor, the Federation also urged him to reverse his stand in opposition to pay-as-you-go withholding of state income taxes. Your Secretary-Treasurer pointed out that "today many millions of dollars escape collection each year because our state lacks a withholding system. It is indefensible to ask for any tax increase until this obvious tax loophole has been plugged as it has been in every state that has a personal income tax." Again turning to the question of property tax relief, your Secretary-Treasurer pointed out that owner-occupied single family residences represent only about 30 percent of the local property tax base and that when other residential property such as apartments are considered some 50 percent of the local property tax base represents business, industrial, public utility and farm

properties. Because of this, property tax relief, to be meaningful, should be restricted solely to owner-occupied single family residences and to renters. Following up on the withholding tax question, your Secretary-Treasurer in April, 1968 pointed out that numerous public opinion polls have repeatedly demonstrated that it is the rich, not the poor, who oppose a withholding system, partially "because low and middle-income families living from paycheck to paycheck are often obliged to pay exorbitant interest rates to meet their tax commitments while those in the upper-income levels have no such problems."

State government should play a positive role in those economic matters and problems that your Federation has been deeply concerned with and about over the past two years. This it has not done. For example, your Federation has urged creation of a state council of economic advisors and a tri-partite committee of labor, management, and government to review California's development plans and set targets for future growth of the state economy. None of these have been warmly received by the current state administration.

FARM LABOR

Since the 1966 Convention, the Federation has continued its intensive activity at legislative, administrative, educational, and public relations levels in trying to help California's farm workers achieve collective bargaining rights and other goals long denied them. During these two years your Secretary-Treasurer has worked closely with the United Farm Workers' Organizing Committee in the continuing effort to build a farm workers union throughout our state.

One week after the Federation's 1966 Convention the Executive Council of the National AFL-CIO issued a charter to the United Farm Workers' Organizing Committee as the successor to the then recently merged Agricultural Workers' Organizing Committee and the previously independent National Farm Workers' Association. Eight days before the August 30 representation election at the DiGiorgio Corporation properties in Delano, your Federation wrote all affiliates urging them to be well-represented at a mammoth rally in Delano two days prior to the election, noting that "the more impressive the turnout at this rally the better (the) chances for success in the DiGiorgio election . . . Through this

demonstration of strong support from California's AFL-CIO unions, victory can be achieved." The election saw the newly chartered United Farm Workers' Organizing Committee (UFWOC) winning a decisive victory in Delano, a victory that your Secretary-Treasurer said "heralds a new day for California's hundreds of thousands of farm workers. This historic victory indicates that farm workers will be organized, and calls for even greater efforts by unionists throughout the state to help bring the benefits of trade unionism to California's agricultural work force."

FARM JOBLESS BENEFITS

In November, 1966, your Federation testified before the California State Legislature urging that farm workers be granted unemployment insurance as are most other workers in the state's economy. Pointing out that the old grower claim that jobless pay to farm workers would hurt the competitive position of California's agribusiness industry was "a false issue," your Secretary-Treasurer noted that during the past 20 years farm labor has grown "steadily more like labor in other industries . . . and . . . that every moral argument and every economic argument which justifies unemployment insurance for non-agricultural workers applies equally to agricultural workers."

In December, 1966, continuing the long battle to insure that no foreign farm workers are imported into California, the Federation, in testimony before the U.S. Department of Labor, urged the Department to bar all foreign farm workers from California in 1967 or failing this to require California growers to offer domestic workers at least \$2.25 an hour and a \$90 a week guarantee before allowing them to import aliens. Citing evidence showing that since the end of the infamous bracero program under Public Law 78 in 1964, farm labor employment in California had risen by 280,000 and that there had been a \$100 million increase in gross farm income, and a \$114 million increase in domestic farm workers' earnings in 1966 as conclusive proof that the end of the bracero program was a boon to California, the Federation concluded that "no foreign farm workers would be needed in California agriculture in 1967."

BENEFITS OF BRACERO BAN

Further noting that the increased employment and higher wages of this state's

farm workers had also "stimulated local communities by upping purchasing power and reducing welfare costs," your Federation noted that, "the fact is that all California agriculture has prospered by the termination of Public Law 78. We believe that Public Law 414 should be amended to bar foreign farm worker importation entirely."

Affirming this testimony, U.S. Undersecretary of Labor John F. Henning told some 500 farm leaders the following month that the end of the bracero program in 1964 was clearly "a triumph" and that the "increased wages for American workers meant more consumer purchasing power for American industry, agriculture included." Henning also observed a fact the Federation had called attention to for many years when he stated that "the War on Poverty still has its front lines in agricultural America."

In March, 1967, the U.S. Department of Labor increased its adverse effect wage rate, which had been pegged at \$1.40 an hour, to \$1.60. In commenting on this 20 cent an hour increase your Secretary-Treasurer said, "it's not enough" and went on to observe that "farm workers are lucky if they can find 1,200 hours work a year. The \$1.60 figure would net them only \$1,920 for 1,200 hours or 150 days at eight hours a day. How can anyone condone such a wage—particularly in a state where the average factory worker's weekly wage is twice that sum?"

TESTIMONY ON RURAL POOR

At the invitation of President Johnson's National Advisory Commission on Rural Poverty, your Federation testified in late January, 1967, in Tucson, Arizona on ways to eliminate rural poverty in the United States. In a prepared statement that covered water resource problems in agricultural areas and the need to develop rural industry, as well as farm labor, your Secretary-Treasurer noted the social and economic consequences of the present plight of rural workers:

"The legacy left by the exclusion of domestic farm workers from the nation's social legislation and by the annual massive importation of foreign contract labor is clearly visible. Rural slums exist throughout the state's agricultural areas. Public health hazards in many rural areas are glaring, as are malnutrition and the lack of proper medical attention.

"Low levels of education attainment and a paucity of occupational skills are much in evidence. Inevitably, juvenile delinquency and more serious crimes are encouraged by the climate of want and the sense of hopelessness that prevails. By default or design, domestic farm workers are considered 'second class' citizens in a society committed to eliminating such citizenship."

Shooting down the claims of agribusiness spokesmen that collective bargaining would not work in agriculture because a grower produces a perishable product, the Federation stated that collective bargaining had worked successfully for 30 years in the canning industry which also handles a perishable product.

FED'S RECOMMENDATIONS

The Federation, which was the only labor organization testifying before the Commission during its two-day hearing, summed up its position on the farm labor aspect of rural poverty by urging the Commission to include the following recommendations in its report to the President's Committee on Rural Poverty:

1. Extension of the National Labor Relations Act to cover farm workers.
2. Full and equal coverage of farm workers under the Fair Labor Standards Act.
3. Termination of all foreign farm labor importation programs.
4. Extension of unemployment insurance to farm workers.
5. Workmen's compensation coverage for farm workers in every state.
6. Extension of public welfare systems to migratory farm workers and their families without regard to state residency requirements.

WORKERS' PLIGHT IGNORED

Following its testimony before the U.S. Department of Labor, your Federation, in January, 1967, told the U.S. Department of Agriculture that its wage policy as set forth in the Sugar Act of 1948 had practically ignored the farm workers' plight for years. Zeroing in on the key issue, the Federation called for a boost in the Department's \$1.35 minimum hourly wage to at least \$2, and charging that the \$1.35 rate was both "unfair and unreasonable" asked, "Who here would accept sporadic employment at this wage knowing that the average hourly earnings in California manufacturing exceed \$3.15 an hour and that a 'fair

and reasonable' wage for field workers in Hawaii is \$1.89 an hour?"

Noting that California field workers average only 1,100 hours of employment a year and that at \$1.35 an hour this yields an annual income of less than \$1,500, the Federation called such a situation a social outrage. Your Federation noted that to adhere to the dictionary definition of "fair and reasonable," wages must be high enough to provide sugar workers and their families an income which will give them an opportunity to live a decent, productive life unmarked by deprivation.

Shortly thereafter the U.S. Department of Agriculture increased the farm worker minimum wage in California under the Sugar Act by the magnificent sum of five cents.

STRONG APPEAL MADE

The Federation, in February, 1967, issued a new strong appeal to all affiliates "to redouble their efforts to aid farm workers." This appeal was coupled with the announcement that the Federation's Executive Council had decided to terminate the Farm Workers' Assistance Fund that the Federation had established in 1963, in the belief that it would be more desirable to increase direct communication between UFWOC and local unions, district councils, and central bodies throughout the state that have been aiding the farm workers in their drive toward unionization.

The Federation, in its letter to all affiliates, urged them and other concerned groups to make their contributions directly to the UFWOC in Delano. Noting that farmworkers had made significant progress in the last few years and that farm worker unionism had been extended to Schenley Industries, the DiGiorgio Corporation and other growers, the Federation stated that with the continued strong support of trade unionists in California, farm workers will be organized.

USE OF 'GREENCARDERS'

In May, 1967, recognizing that there was a seriously growing problem stemming from the use of so-called "green-card" workers, that is, Mexican citizens who work in the United States but live in Mexico and are used as strikebreakers, and that growers were attempting to use "green-carders" as substitutes for the bracero program, the Federation urged the U.S. Immigration and Naturalization Service to strengthen its proposed regu-

lation to prevent the use of "green-carders." In dispatching a letter to Commissioner of Immigration and Naturalization Raymond Farrell, your Secretary-Treasurer pointed out that the proposed regulation "does not go far enough." What is needed is the adoption of regulations that make it impossible under any circumstances for "green carders" to be employed at a place of employment if a labor dispute is certified by the Secretary of Labor.

Pointing out that while "green carders" themselves may not be to blame, they have had a most harmful effect upon labor-management relations in agriculture, the Federation noted that they are being exploited by special interest groups who are little concerned with either their adverse impact upon domestic workers or the squalor and poverty under which "green carders" work.

Shortly thereafter the Immigration and Naturalization Service did issue a new regulation that at first appeared to restrict the use of "green carders." However, the "green card" problem has steadily worsened as growers have resorted to using them in large numbers in attempts to break strikes by the UFWOC throughout the state.

Also in the Spring of 1967 the UFWOC won elections at the Almaden Vineyards in Santa Clara, San Benito and Alameda Counties and was able to achieve a settlement with Perelli-Minetti and Sons in the Delano area. Noting that this did not mean the end of the struggle, even in the Delano area, your Federation through its weekly newspaper in June and July continued to point out that the striking members of the UFWOC needed food and funds in order to carry on their struggle for industrial democracy in California agriculture.

BRACERO OK PROTESTED

In September, 1967, in the midst of the U.S. Department of Labor's efforts, in response to grower pressures, to import over 8,000 foreign farm workers to harvest California's tomato crop, your Secretary-Treasurer wired Secretary of Labor W. Willard Wirtz urging him to reconsider his decision to authorize such importation. The text of the wire stated:

"The California Labor Federation strongly protests your decision to allow importation of 8,100 braceros to harvest tomatoes.

"While it is true that tomato acreage is greater this year than last, the num-

ber of mechanical harvesters — which greatly reduce manpower needs — is expected to total some 1,000, compared to only about 780 in 1966.

"Evidence supporting the claim foreign workers are necessary is woefully lacking. In fact, domestic employment in tomatoes has increased steadily since Public Law 78 expired at the end of 1964 despite the continuing long term downward trend in total hired farm labor employment.

"The simple fact is that although PL 78 is dead, some of its spirit continues under PL 414 when the federal government permits foreign farm workers to enter California and depress domestic employment and wages.

"The federal government's authorization of braceros will also result in boosting the welfare load on California's general taxpayer because of the loss of higher wages and job opportunities for domestic workers in California where unemployment at 5.2 percent is already 37 percent higher than the national average.

"In 1965 the Labor Department went most of the way to choke off the importation of braceros. Yet the final step remains to be taken. A paralysis of will is apparently becoming operative just when the problem should be solved. So long as the growers and their allies feel they have a foot in the door, their willingness to treat their domestic employees fairly and to make meaningful and lasting improvements in wages and working conditions is weak.

"Farm workers have made progress since PL 78 expired. Average hourly rates of hired farm workers rose from \$1.35 to more than \$1.60 between 1964 and 1966 with no increase in the retail cost of heretofore bracero-intensive foods. Moreover farm workers have, for the first time, won union contracts calling for hourly pay floors of at least \$1.80.

"But the corporate growers' hope of reversing this trend remains so long as any foreign workers are permitted to be imported.

"The California Labor Federation urges you to reconsider your decision and not allow any braceros to enter California.

"We also urge you to publicly inform all interested parties — growers, workers, and the state government — that

no foreign farm workers will be allowed to work in California's fertile fields this year or in the future."

Although the U.S. Department of Labor did permit growers to import some 8,000 foreign workers, the Secretary of Labor subsequently did deny an additional request for 750 more braceros to work in the grape harvest.

REAGAN OK'S CON LABOR

In October, 1967, responding to constant grower pleas for additional workers at low wages to harvest California's crops, and overlooking the fact that plenty of domestic workers were available if decent wages and working conditions were offered, Governor Reagan authorized the use of state prison labor to harvest a number of crops. This was done by the Governor under the supposed auspices of the state's work furlough program, although your Secretary-Treasurer promptly labeled it a "gross perversion" of the program.

The Governor, not content with authorizing the use of state prisoners, while making the announcement of the use of prisoners lashed out at California's trade unions stating that they "sometimes remind one of a dog sitting on a sharp rock howling with pain and too stupid to get up." Personally attacking your Secretary-Treasurer, Governor Reagan continued in the same vein stating that "I'm afraid Mr. Pitts wouldn't even be satisfied if I volunteered to go out and pick them (the crops) by myself."

HIS BEST IDEA YET

Your Secretary-Treasurer promptly replied by stating publicly, "That's the best idea the Governor has had since he has been in office and I thoroughly endorse it. If he did so he might then alter his concern from the crops that might rot in the fields to the people who are rotting in the fields because of the growers' refusal to offer adequate wages so long as they can conn the state and federal governments into supplying them with cheap convict or foreign farm labor."

In a related development, and in response to the Governor's statement that the California labor movement could not deliver the people to do farm work, Cesar Chavez, Director of UFWOC, wired the Governor the following day that, "The UFWOC is willing, ready and able to supply all labor needs to replace convicts now working in the fields picking grapes and figs. Ready to immedi-

ately supply from our membership these workers provided the growers enter into collective bargaining agreements with our union providing union wages and working conditions. Please be reminded that neither your office nor the growers have contacted us requesting workers."

Neither the State Department of Employment nor the growers replied to UFWOC's fair and firm offer. Meanwhile, a few hundred state prison inmates from the Deuel Vocational Institute in Tracy began to pick figs in Merced County and other prisoners were used in Southern California.

FED ACTS ON TWO FRONTS

In response to this your Federation took action on two fronts. It called on all affiliates to wire, write, or phone Governor Reagan protesting the use of prison labor. In a letter to affiliates your Secretary-Treasurer pointed out that the Governor had approved the use of prison labor in Merced, Monterey and San Bernardino Counties despite the fact the growers in these counties had made no attempt to qualify for foreign warm workers under the U.S. Department of Labor's criteria and noted that the use of prison labor was "a threat to this state's entire labor movement" because "if under the guise of a so-called labor shortage inmates can be used in the fields they may be used in other industries at other times."

On October 5, 1967, the Governor's authority to use convict labor in California fields was challenged by the Federation as unconstitutional in a court action filed in San Francisco. Citing Article 10, Section 1, of the State Constitution, which specifically prohibits such exploitation of convict labor, your Federation asked for an ex parte temporary restraining order. Article 10, Section 1, of the State Constitution stipulates that "the labor of convicts shall not be let out by contract to any person, copartnership, company or corporation, and the legislature shall, by law, provide for the working of convicts for the benefit of the State."

In presenting the case in court the Federation's General Counsel pointed out the attempt by the State and its attorneys to pin their case on California's work furlough program was not the real issue before the courts because the Governor had authorized the use of 200 prison inmates to harvest figs in Merced County and the convicts actually had begun work before the state claimed that

the Deuel Vocational Institute at Tracy was a work furlough center. This proved conclusively that the attempt to use convict farm labor in California agriculture was in no way related to regularly constituted work furlough programs and did not involve any rehabilitative aspects. In addition, the Federation produced as evidence an affidavit of a Federation staff member on the actual use of the prisoners in Merced County.

RULING BACKS FED STAND

The following month a preliminary injunction barring use of convict labor to harvest California crops was granted. It was hailed as a "victory for the California Labor Federation, as well as for the state's grossly underpaid farm workers" by your Secretary-Treasurer. In announcing the decision, Judge Robert J. Drewes of the San Francisco Superior Court agreed with the Federation's contention that the Governor's authorization of convicts to harvest private crops did not follow the rules of the state's work furlough program. The Judge noted "it does not resemble a rehabilitation program in any important respect."

The full text of the Court's decision in the case read as follows:

"Plaintiffs ask the Court permanently to enjoin the defendants from supplying or providing convict labor to any person engaged in farming or in harvesting agricultural products in the State of California.

"The record is substantially undisputed. On September 28, 1967, the defendant Governor, in a press release, announced that he had authorized 'the use of prison labor in Merced County to assist in the harvest of figs and prevent a disastrous crop loss.'

"On September 29, 1967, the defendant Director of Corrections, by Administrative Bulletin 67/70, designated 'Field House' at the Deuel Vocational Institution as a Community Correctional Center for the purpose of granting work furloughs to the residence thereof, pursuant to Penal Code 6254.

"In like manner, on October 2, 1967, by Administrative Bulletin No. 67/71 he designated 'Redwood Hall' at the California Institution for Men as a Community Correctional Center for the same purpose (the following day Administrative Bulletin 67/71 was revised to substitute 'South Dorm' as the Community Correctional Center).

"A maximum of two hundred and one

hundred inmates were transferred to 'Field House' and 'West Dorm' (sic) respectively, 'released on furlough for employment in the harvest of crops.'

"The inmates worked under guard and no civilians were allowed to work near them. From the earnings of each inmate the sum or \$5.00 per day was deducted for maintenance and the balance remaining was placed in a trust account for him.

"The plaintiff contends that the plan and program described above is in violation of Article 10 Section 1 of the State Constitution which reads as follows:

... The labor of convicts shall not be let out by contract to any person, copartnership, company or corporation, and the Legislature shall, by law, provide for the working of convicts for the benefit of the State.

"The defendants contend that in 1965 the Legislature, in adopting Sections 6250-6255 of the Penal Code, extended the Work Furlough Program to inmates of state institutions and that they were at all times proceeding thereunder.

"The provisions of the Work Furlough Rehabilitation Program are found in Section 1208 of the Penal Code. There it is provided that an eligible inmate of a county jail may 'be permitted to continue in his regular employment . . . or may secure employment for himself in the county . . . ' with or without the assistance of the administrator. Whenever the prisoner is not so employed he must be confined in the county jail.

"It is obvious that Section 1208 contemplates a program of individual rehabilitation wherein the prisoner is permitted to keep his regular employment, or secure employment if he has none, while serving his sentence; and to enjoy his freedom during regular hours of work. The plan conceived and executed by the defendants requires that the prisoner work as a member of a 'gang' or 'crew' on work arranged for by the defendant Director of the Department of Employment, under guard, and isolated from other grower employees. It does not resemble a rehabilitation program in any important respect. (It may also be noted that no effort has been made to show that the inmates with which we are here concerned are eligible for parole as required by Penal Code 62-53, although the criteria used in their selection is described at length.) In short, there is nothing in the Work Furlough Rehabilitation Program which can justify the con-

tracting out of convict labor crews in the manner done here.

"The Legislature has provided that prisoners may be required to perform labor on public works and ways and in the suppression of forest fires (Penal Code 4017). They may also be required to work on parks and grounds under the control of Park Commissioners (Public Resources Code 5194). These activities concern the public interest. Here the state owned neither the crops harvested nor the land upon which the work in question was performed, nor did it pay the workers. The interests of the growers are private, not public, and the work performed was therefore not done 'for the benefit of the state' within the meaning of Article 10 Section 1 of the Constitution of the State of California (see Opinion of the Attorney General in NS-5275, January 5, 1944, holding that inmates of a state prison may not be employed by a manufacturing company even though it holds a defense contract with the Federal Government).

"A preliminary injunction is granted."

CONSTITUTIONAL IMPACT

Subsequently, the California Constitution Revision Commission, which was established to modernize and streamline California's bulky Constitution, voted unanimously against changing Paragraph 3 of Article 10 of the Constitution. This part of the Constitution was the basis of the Federation's successful suit banning the use of convict labor on California farms.

A year earlier the Commission had voted to debate Paragraph 3 of Article 10; however, that action was strenuously opposed by the Federation in testimony before a legislative hearing in Sacramento early in November, 1967. The Federation had pointed out in its testimony regarding retention of the Article that if it were deleted such a move "might well open the floodgates to just such unscrupulous action" as using convict labor to harvest California crops and the displacement of domestic workers in the process.

In a related development, in early November, 1967, your Federation testified in Bakersfield before the State Department of Social Welfare regarding proposed changes in its Bulletin 644 which permits seasonal farm workers to get supplementary welfare aid. The issue at hand was whether the Bulletin should be repealed. Growers, and most of the welfare directors from rural, agricultural

counties, sought support for revocation of the Bulletin on the assumption that such action would force additional welfare recipients to work in agriculture at poverty level wages.

LACK OF PROTECTIONS HIT

In urging that the Bulletin be revised rather than revoked, your Federation pointed out that the current lack of wage and hour protections in Bulletin 644 had the effect of subsidizing, with state tax funds, growers who refused to offer adequate wages. The Federation also deplored the fact that the Bulletin required that "when applicants and recipients are being referred to the Department or Employment for work they shall be instructed that they are to work as many hours as the job requires." Further, the Federation pointed out that a person who worked in agriculture and received \$1.60 an hour, or more, and who, unable to find work became a welfare recipient, could be sent to a farm job paying only \$1.00 an hour, even though the so-called "prevailing rate" in agriculture nowhere in California is even close to this figure.

Noting that a worker would have to accept such a job as a condition for continuing to receive welfare, the Federation noted that his neighbor, perhaps a widow with four children, if in a similar position, would receive, under Industrial Welfare Commission regulations, \$1.30 an hour. Such a situation, your Federation noted, was both "illegal and . . . morally indefensible."

In summing up, the Federation recommended that the Department of Social Welfare revise its Bulletin 644 to include provisions for minimum and maximum hours of work daily and weekly; provisions outlining travel time, transportation, distance and means requirements; and provisions setting the minimum to be paid at \$1.60 an hour immediately and \$1.65 an hour beginning February 1, 1968, when the new state minimum wage for women and minors in California agriculture was scheduled to go into effect. The Federation noted that to take any other action would be declaring that state policy supported holding down farm labor wage rates and would work a severe hardship on all farm workers, as well as welfare recipients.

SUGAR BEET WAGES

Shortly thereafter, in December, 1967, the U.S. Department of Agriculture again held its annual hearing prior to setting a new minimum wage rate for sugar beet

workers. The previous year the Department had raised the minimum by five cents an hour to \$1.40. In testimony before the Department of Agriculture your Federation stated that "any man who can provide for a family decently" on a \$1.40 minimum wage "should head the President's Council of Economic Advisors."

In urging adoption of a \$2.00 hourly minimum your Federation further demonstrated the ludicrous nature of the \$1.40 rate by pointing out that figures compiled by the Department of Agriculture indicated that the prevailing wage in California agriculture was already \$1.61 an hour; that the minimum wage for women and minors in California agriculture would rise to \$1.65 an hour on February 1, 1968; that the federal minimum for most covered workers would climb to \$1.60 an hour on the same date; and that the U.S. Department of Labor's "adverse effect" wage rate of \$1.60 an hour was expected to be increased in the next few months.

Following testimony by the Federation, other labor representatives and growers, the Department took the recommendations under submission. Shortly thereafter it increased the sugar beet minimum wage by a dime to the grand sum of \$1.50 an hour or 15 cents beneath the state's minimum wage.

'ADVERSE EFFECT' RATE

Shortly thereafter, in February, 1968, the U.S. Department of Labor had another of its annual hearings to gather testimony on updating the \$1.60 an hour so-called "adverse effect" wage rate growers must offer domestic workers before being allowed to import any temporary foreign farm workers under Public Law 414. In urging the Department to take "the final step" in 1968 to eliminate foreign farm workers your Secretary-Treasurer pointed out that the 16,000 rise in domestic farm workers employment, coupled with the increase in worker earnings from \$616 million in 1964 to an estimated \$815 million in 1967, along with the steady increase in gross farm income, indicated overwhelmingly that domestic farm workers, growers, and small merchants in rural communities greatly benefitted from the end of the bracero program. Your Federation also called for an amendment to Public Law 414 "to bar foreign farm worker importation entirely."

In supporting an adverse effect rate of \$2.25 an hour, recognizing that the Federation's call for a ban on all foreign

farm worker importation "may not prevail," your Federation noted that there had been a sharp rise in the cost-of-living over the past couple of years with that such increases hit low-income families harder than others. Three months later the U.S. Department of Labor increased the so-called "adverse effect" wage rate from \$1.60 to \$1.68 an hour, a grossly inadequate increase.

Your Secretary-Treasurer in commenting on this small increase noted that, on the basis of a 40-hour week, this figure would amount to only \$65.20 a week or barely half of the state's average weekly wage in factory employment. Your Secretary-Treasurer also added that, "it's clearly ironic that a so-called adverse effect rate designed to protect the jobs of domestic workers should be set just three cents above the state's minimum wage for women in agricultural occupations, particularly when one bears in mind that in other industries, work as seasonal as farm work, would demand premium pay. Including a point that has long been recognized by many, your Secretary-Treasurer also noted that, "The Department's action on this issue serves to underscore the urgent need for congressional action this year on legislation to bring farm workers under the National Labor Relations Act."

'GREEN CARD' SETUP RAPPED

In February, 1968, your Federation in response to an invitation by the U.S. Select Commission on the Western Hemisphere Immigration, testified in San Diego in opposition to perpetuation of the so-called "green card" system that permits Mexican citizens to commute to jobs in the United States while keeping their residence in Mexico. The Federation pointed out that not only organized labor but numerous merchants and businessmen in border communities oppose this program because it hurts business as well as curtails the job opportunities of United States citizens. In its testimony before the Commission the Federation cited figures from both the State Department of Employment and the U.S. Department of Labor proving that working conditions as well as wages are adversely affected by the so-called "green card" system that permits more than 16,000 alien border-crossers to enter San Diego and Imperial Counties each day.

The adverse effect of such importation programs on working conditions, for example, can be gleaned from the fact that

U.S. Department of Labor figures show that six percent of the violations of the Fair Labor Standards Act during the first seven months of the 1967-1968 fiscal year occurred in San Diego and Imperial Counties even though these two counties comprised only 4.8 percent of the state's work force. Related data from the State Division of Industrial Welfare, the agency charged with enforcing the state's wage and hour protections for women and minors, corroborated the federal figures. The latest data from this Division disclosed that nearly seven percent of the total corrected violations occurred in San Diego and Imperial Counties although these counties comprised less than five percent of the state's work force.

Your Federation also put into the record detailed statistical data pointing out the wage rates in a number of occupations were lowest in Imperial County and rose farther north and that the jobless rate in Imperial County in 1967 of 9.9 percent was nearly double the statewide average of five percent.

After pointing out that many businessmen in border areas agreed with organized labor's position on "green carders" because the daily border crossers do not pay their fair share of taxes for police and fire protection, lighting, streets and the like, nor spend much of their daily and weekly earnings within the mainstream of the U.S. economy, your Federation summed up its position that: "Legislation (should) be enacted ending the system wherein the commuters are immigrants on paper and residents of another country in fact.

"'Green carders' should become immigrants in the true sense. If they wish to hold regular jobs in the United States they should make their residence on U.S. soil. Anything less will continue to work a hardship on U.S. citizens who reside in border communities."

AGENCY FAILS TO ACT

Despite such presentations, however, the large use of "green carders" in California agriculture, particularly as strikebreakers, and the inadequate, ineffectual efforts of the Immigration and Naturalization Service of the U.S. Department of Justice to enforce the law, have continued to create severe problems for California farm workers. In recognition of this, your Federation sent, in early May, 1968, a sharp protest regarding the continued use of "green carders" as strike-

breakers in the Delano area to U.S. Attorney General Ramsey Clark and U.S. Secretary of Labor W. Willard Wirtz. This Federation's telegram said:

"The California AFL-CIO strongly protests the continued use of 'green carders' as strikebreakers. Farm workers, through the United Farm Workers' Organizing Committee, are making a tremendous effort, without legal protections most people enjoy, to bring industrial democracy to American agriculture.

"Yet the laws and regulations barring the use of 'green carders' are not being enforced.

"Instead, UFWOC members are being harassed. We strongly urge you to enforce the law and stop the growers from breaking strikes by using 'green carders' as strikebreakers."

At the same time your Federation urged other labor unions and all labor councils to also point out to the U.S. Attorney General and to the U.S. Department of Labor the severe problems caused by large-scale use of "green carders" as strikebreakers in California agriculture.

Also in May, 1968, a Federation staff representative was chosen by the California Rural Legal Assistance to be one of its three nominees on a seven-member panel established to review the procedures under which foreign farm workers were imported. The growers also Selected three panel members and the Regional Director of the U.S. Department of Labor's Bureau of Employment Security was supposed to pick an impartial chairman. Unfortunately, this did not occur. As a result, the work of this potentially useful panel was of little value, although the CRLA nominees did transmit their lengthy recommendations to Secretary of Labor Wirtz.

GRAPE BOYCOTT INITIATED

The fact that farm workers are not covered by the National Labor Relations Act, and that growers have thus assumed a totally intransigent position has meant that farm workers have had to take economic action, through strikes and boycotts to bring about collective bargaining. Faced with the adamant opposition of California growers to any form of collective bargaining, and the existence of a similar attitude by the state administration, the UFWOC, with the support of the national AFL-CIO, the Federation,

and labor leaders and unions throughout the nation has instituted boycotts against California grapes. In recent months, support for the grape boycott in New York, Boston, and Detroit has grown greatly as the AFL-CIO unions in these cities, as well as local government, proclaimed their strong support for collective bargaining in California agriculture.

Governor Reagan, on the other hand, has sided with the growers in their efforts to thwart farm worker organization. This fact, and the Governor's proclaimed desire in early June, 1968, to use the resources of the state government to harass the farm workers because of their boycott actions, prompted your Secretary-Treasurer to denounce Governor Reagan's "one-sided action in behalf of grape growers against the California farm workers' boycott of Giumarra grape products." Your Secretary-Treasurer pointed out what has now become generally recognized fact, in noting that Governor Reagan had responded like a "Jack-in-the-box" to a wire from the California Grape and Tree Fruit League, a special interest group that had urged the Governor to take action in opposition to the boycott.

Your Secretary-Treasurer pointed out that "instead of deploring the workers' use of the consumer boycott, why doesn't Reagan deplore the struck growers' refusal to negotiate a meaningful contract that affords the workers' wage levels and working conditions comparable to those enjoyed by union workers elsewhere in the State?"

"Why must the inadequately compensated labor of farm workers continue to subsidize the profits of the 'Grape and Tree Fruit League?'"

In concluding the telegram to the Governor your Secretary-Treasurer urged him to "utilize the powers of your office to help, rather than hamper, the legitimate aspirations of California farm workers for decent wages and working conditions. After all, are grapes and tree fruits so vital to the nation that consumers can't forego them for a while to help California's grossly underpaid farm workers win decent wages and working conditions from some of the most backward employers in our state, the struck California grape growers?"

All in all, the two years since the Federation's last convention have seen remarkable progress by the UFWOC in the drive to organize farm workers. Throughout these two years strong sup-

port of the farm workers has come from all quarters of the California labor movement.

INDUSTRIAL WELFARE COMMISSION

The past two years saw advances in raising minimum wages and improving the hours and other conditions of work of women and minors in California. Shortly after the Federation's last convention, in late August, 1966, the State Industrial Welfare Commission (IWC), meeting in San Francisco, completed the appointment of members to all the wage boards established to update the 14 IWC orders setting minimum wages and working conditions for women and minors. These boards with equal numbers of labor and employer representatives, and with a so-called impartial chairman in charge of each, covered the following industries; manufacturing; personal service; canning, freezing, preserving; professional, technical, clerical, mechanical and similar occupations; public housekeeping, including hospitals; laundry, linen supply, dry cleaning and dyeing; mercantile; industries handling products after harvest or preparing agricultural products for marketing on the farm; transportation; amusement and recreation; broadcasting; motion pictures; and agriculture.

From fall, 1966, through January, 1967, the various wage boards met in San Francisco and Los Angeles. In each case your Federation prepared and submitted lengthy written briefs outlining in detail the Federation's recommendations for improvements in the various orders of the Industrial Welfare Commission. In addition, Federation staff representatives met with the employee members of the wage boards and discussed with the chairmen of some of the boards the Federation's positions and views on the issues. In early 1967, each of the wage boards completed their detailed reports of recommendations. In regard to the most important section of the IWC orders, namely minimum wages, most of the wage boards, in close votes, recommended that the minimum for women and minors be increased to \$1.50 an hour although a few wage boards recommended a lesser sum and one board recommended that in three increments the minimum be increased to \$1.70, \$1.85, and to \$2.00 in 1969. In regard to hours, most of the wage boards recommended leaving the sections intact, al-

though a few boards did recommend establishing a 40-hour week with time and one-half for overtime.

STATEMENT FILED

In March, 1967, your Federation filed a lengthy 48-page statement with the Industrial Welfare Commission on its recommendations for across-the-board improvements in the Commission's orders. This was followed by presentations by Federation staff in Los Angeles, Fresno, and San Francisco. In its written statement and public hearings the Federation noted that the so-called "Minnie Budget"—the minimum annual budget on which a self-supporting working woman is supposed to live in California and be able to maintain her health and self respect—was, in reality, a "Misery Budget," filled with serious inadequacies that could only be corrected by boosting the state's \$1.30 minimum wage to at least \$2.00 an hour and requiring employers to pay double-time for overtime.

Making an item by item analysis of the outdated, woefully inadequate "Minnie Budget" adopted by the IWC in 1961, your Federation noted that the budget assumed a working woman had no need for a telephone, watch, jewelry, radio, never ate dinner in a restaurant, and shared an apartment with another woman. Joining with many other labor representatives in Los Angeles, Fresno, and San Francisco, the Federation pointed out, at the week-long hearings, the unrealistic assumptions behind the "Minnie Budget" and why the minimum wage must be increased to \$2.00 an hour.

\$2 AN HOUR JUSTIFIED

Making allowances for modest improvements in the sums allotted for food, clothing and other items in the "Minnie Budget" and for tax increases and the 13.9 percent increase in the cost-of-living of low-income groups since 1961, the Federation demonstrated that the "Minnie Budget," if revised to reflect conditions in the fall of 1967 when the new wage orders would take effect, would be \$4,054, a sum easily justifying a \$2 per hour minimum wage.

Driving home the need for a significant reduction in the workweek, the Federation pointed out that, as a result of automation and other technological advances, total manufacturing output increased 23 percent from 1953 through late 1961 while employment of production and maintenance workers fell 12 percent.

This job gap is growing the Federa-

tion said, and unemployment "would most likely be higher than the current level if it were not for the war in Vietnam."

35-HOUR WEEK URGED

In the interest both of advancing the war on poverty and averting the social explosions that problems of unemployment and under-employment produce the Federation called for a 35-hour workweek with double-time for overtime.

At present, in the 13 wage orders with hours provisions the hours provisions are based on a six-day, 48-hour workweek even though the workweek for more than 90 percent of California's work force is 40 hours or less.

To provide some concept of the job creation potential of workweek reductions, the Federation noted that a reduction in the workweek of one hour per worker nationally could create half a million new jobs even if the hours of work of only half the fulltime non-farm work force were reduced.

"A five-hour cut, to a 35-hour workweek, for only half the work force, would release enough work hours to create 2.5 million new jobs," the Federation said.

Something must be done, the Federation said, to end "the paradox of substantial overtime work for some workers while millions more are compelled" to work only part-time or are denied work entirely.

Citing the fact that the average hourly wage in California's factories is now \$3.25, the Federation declared that "no one can seriously challenge the austerity of a \$2 an hour minimum." In fact, it added, the \$2 minimum is necessary if the IWC is to "fulfill the obligations and duties with which it has been charged."

KEY FACTS CITED

The Federation also urged the Commission to bear in mind the following facts, all of which demonstrated the need for at least a \$2 hourly minimum:

- The cost of living in California is and has been above the national average and per capita income exceeds the national average by 17 percent.

- Many of the women and minors covered by IWC's wage orders are denied the fringe benefits enjoyed by larger segments of the work force which amount to nearly 20 percent of hourly wage rates.

- A \$2 minimum is "an essential first step in the battle to eradicate poverty."

● A recent U.S. Department of Labor study found that of the nearly 26 million women working in the nation, 23 percent were single and another 21 percent were widowed, divorced or separated. Almost all of the women in these groups were working because of "compelling economic necessity."

Contrary to the "Minnie Budget" assumptions that the single working girl has no dependents, Census Bureau figures indicate that a large proportion of working women are supporting dependents.

Pointing out that the IWC failed to follow the recommendations inherent in its own inadequate 1961 "Minnie Budget" when it set the current wage floor at \$1.30 per hour, the Federation urged the Commission to correct this "gross injustice" by making a dozen more improvements in each of the Commission's 14 orders.

Particularly stressed was the need to end the "inhuman working conditions" on California farms by bringing the provisions dealing with hours, wages and working conditions in Wage Order 14 dealing with farm workers into line with the provisions of the Commission's 13 other wage orders covering other industries.

At present, there is no hours provision covering women and minors in agricultural occupations even though hours provisions limiting the maximum hours and specifying hours beyond which overtime must be paid are included in all 13 of the Commission's other wage orders.

FED'S RECOMMENDATIONS

Specifically, the Federation urged the Commission to:

● Require persons who are to be exempted from certain provisions of the orders because they are administrators or in executive positions to be paid at least \$600 per month instead of \$400.

● Require double-time pay for work in excess of eight hours.

● Require triple-time pay for work in excess of 12 hours and for all hours worked on the seventh consecutive day.

● Prohibit the employment of minors more than eight hours a day or five days a week or before 6 a.m. or after 9 p.m.

● Require at least 12 hours elapsed time between the end of one workday and the beginning of the next even when there is a bona fide change of shift.

● Reduce from 10 percent to 5 percent the number of minors that may be employed at a rate less than the minimum wage.

● Increase the mandatory reporting time pay from two to four hours.

● Provide that handicapped workers shall not be employed at a rate less than 90 percent of the minimum wage.

● Provide that the deduction of meals or lodging may not result in payment of wages below the minimum wage.

● Prohibit employers from employing any woman or minor for a work period of more than four hours without a meal except when the work period is not more than five hours.

● Provide for 15 instead of 10 minute rest periods.

● Require that "a competent first aid attendant be on duty at times when a total of 25 or more women and minors are employed on any one shift."

● Eliminate an exception clause that can permit employers to circumvent the wage order.

While your Federation urged similar hours and rest period provisions for farm workers covered by Order 14, it also stressed the need to require that adequate washing and toilet facilities be provided by the state's agribusiness interests.

It also called for Orders 3, 8, 13 and 14, all of which are related to agricultural or canning operations, to be published in both Spanish and English and posted side by side.

Anticipating that the IWC would "be subjected to the cries of business," the Federation reminded the Commission that its duty is "solely to protect the health, welfare and self-respect of the employed women and minors of this state through establishing minimum wages commensurate with their needs."

And, noting that a \$2 minimum wage which works out to \$80 a week gross for 40 hours work is still more than \$50 a week less than the more than \$130 a week average wage of California's factory workers, the Federation reminded the Commission that false claims of disaster have greeted every increase in minimum wages and that "in every instance . . . impartial studies have found the claim to be without foundation."

EVIDENCE AMPLE

"The IWC has ample evidence before

it to support a \$2 an hour minimum wage and improved working conditions. The women and minors of this state have every right to assume that the Industrial Welfare Commission will fulfill its obligations by adopting the provisions outlined in this statement."

Your Federation also particularly emphasized the inequities in the Industrial Welfare Commission order regarding farm workers in its Fresno testimony. There the Federation stressed the need to remedy the shortcomings of Order 14 applying to farm workers which, unlike all the other orders, presently has no minimum hours provision at all and in numerous other respects is much weaker than the other IWC orders.

Asserting that "simple equity demands weeding out working conditions prejudicial to women and minors, both within and between given industries," your Federation said:

"The omission of an hours section submits workers covered under this order to working conditions which are discriminatory, injurious to health, prejudicial to their own safety and undercut their morale."

The Federation also took issue with the claim that there is a significant difference in the cost-of-living between urban and rural areas, a claim often advanced by special interest groups in support of lower wages in rural areas which has little evidence to support it.

CLAIM DISPUTED

Budgets prepared by the State Department of Social Welfare for the Aid to Dependent Children program "dispute this claim" the Federation pointed out, and the price of food and utilities are often significantly higher in rural areas. In addition rural area housing costs "are comparable in most cases, to those in urban areas."

Among other things, the Federation said that the absence of health and sanitation requirements in Wage Order 14 comparable to those in other wage orders was "indefensible." It also called for elimination of a current provision that permits employers using a piece-rate system to pay 20 percent of their women and minors less than the hourly minimum.

Following these lengthy hearings the Industrial Welfare Commission drafted its proposed orders for the 14 industries

under question. The highlights of the proposed orders as drafted by the Commission were:

- Establishment of \$1.65 minimum wage in all orders but agriculture. In the case of agriculture the Commission proposed only a \$1.55 minimum wage.

- The establishment of a 40-hour week with time and one-half for overtime on the sixth day for women and minors in all orders but agriculture.

- Fifteen minute rest periods in the morning and afternoon for women and minors in all orders.

HEARINGS SCHEDULED

Following this, the Commission scheduled a series of public hearings for the last week of June, 1967, in Los Angeles, Fresno, and San Francisco to take public testimony on the proposed orders.

Early in June, 1967, your Federation wrote all affiliates urging their active participation at these hearings. In the letter to affiliates your Secretary-Treasurer pointed out that the forthcoming second round of IWC hearings presented a "bread and butter" issue of great importance to trade unionists and offered a unique opportunity to help improve the wages and working conditions of the working women and minors in California. Your Secretary-Treasurer urged all affiliates to study the IWC proposals as they related to their industry or occupation and to testify at the IWC hearings in order to call the Commission's attention to inadequacies in the proposed orders and spell out what additional changes were needed.

Your Secretary-Treasurer, in doing so, noted that mimeograph copies of the proposed IWC changes had already been sent to all Federation affiliates.

While allowing that the Commission's proposals, including a \$1.65 minimum wage for all orders except agriculture represented a "forward step," your Secretary-Treasurer stated they do not go far enough and pointed out that the proposed agricultural order was far below the standards of the other proposed orders. Noting that in earlier public hearings before the Commission your Federation had pressed for \$2.00 hourly minimum wage, double-time for overtime, equal pay and hours provisions for farm workers as well as other significant improvements, the Federation stated, "These goals are still important and need to be stressed."

STATE C. OF. C. ACTION HIT

The following week, the Federation leveled an attack at the California State Chamber of Commerce, which was busily distributing a so-called "Fact Sheet" and a "Suggested Editorial" in opposition to the Industrial Welfare Commission's proposed modernization of California's wage and hour standards for women and minors.

Declaring that the State Chamber's release shortly before the IWC was scheduled to hold its final hearings on proposed revisions that had been under serious study for more than a year amounted to "outrageous propaganda," your Secretary-Treasurer issued a point by point rebuttal of the Chamber's charges:

"The State Chamber's release says: 'The current minimum wage in California is now second highest in the nation, surpassed only by Alaska.'

"This is false. California's current \$1.30 minimum wage, which applies only to women and minors, is already 10 cents below the existing federal minimum wage of \$1.40 and is also below the minimum wage existing in five other states, including Alaska, Massachusetts, New York, Vermont, and Washington.

"Moreover, the federal minimum, which is the result of compromises between regions such as the Deep South where per capita income, wage levels and the cost-of-living are far below those in California, has already been boosted by Congress to \$1.60 effective February 1, 1968.

"In addition, minimum in Massachusetts, New York, Rhode Island and Washington will be \$1.60 in 1968 and Alaska's minimum will be \$2.10 an hour.

"The State Chamber says: 'The minimum wage increase will further increase the reluctance of employers to hire unskilled labor.'

"This assertion is not substantiated by any of the comprehensive studies conducted by federal agencies following previous increases in the minimum wage," your Secretary-Treasurer said, noting that a June, 1967 study by the Federal Bureau of Labor Statistics stated in this connection:

"Comprehensive studies of the effects of the 1961 amendments failed to disclose any adverse effects on the economy as a whole. These findings reinforced conclusion reached in earlier studies of the effects of raising

the minimum wage standard. Industry readily adjusted to three previous increases in the minimum wage and there is every reason to believe that the current adjustment will be accomplished smoothly and successfully without any curtailment of employment opportunities."

"The State Chamber says 'California has added 207,000 workers during the 12-month period ending April, 1967. However, the state's labor force reached 273,000 during this period leaving unemployment total of 66,000.' (sic)

"This typifies the gross errors and inaccuracies that riddle the State Chamber's release," the Federation said.

"The state's labor force as of April, 1967 was 7,675,000, not 273,000 and unemployment totaled 403,000 not 66,000 as of April, 1967 according to the State Department of Industrial Relations and Employment.

The State Chamber says that 'only 38 out of the 50 states' have minimum wage laws.

"What they fail to note is that this represents over three-fourths of all the states and that the holdouts are mainly in the Deep South where wages and living standards are far below those in California."

To counter the State Chamber's unsubstantiated claim that many industries would be forced to move to lower labor cost areas or to mechanize to compete with states with lower minimum wages, your Secretary-Treasurer said that this was "the same tired old claim employers have used every time minimum wages have been raised and it has been disproved by subsequent experience every time because labor costs are only one part of a whole complex of considerations taken into account by management in determining where to locate its plants.

"Likewise, the State Chamber's claim that the minimum wage 'will encourage an inflationary cycle of wage increases' is also at odds with a number of federal studies.

"The State Chamber's 'suggested editorial' argues that higher wages for our lowest paid workers will stampede employers toward automation and mechanization. The truth of the matter is the employer and corporate community are going to mechanize or automate their operations wherever they can regardless

of wage levels because it's the profitable thing to do.

"And while the State Chamber attempts to profess a concern for increased unemployment among unskilled workers, particularly those in minority groups, it's understandable that they fail to point out that the present grossly inadequate \$1.30 minimum wage amounts to only \$52 a week gross for 40 hours work, a sum that is barely 40 percent of the average California factory worker's weekly wage.

"In short, the State Chamber's release ignores the simple fact that all unskilled workers—whether in minority groups or not—must be assured a wage level sufficient to supply them with the minimal basic needs in the area in which they work. Since California's per capita income exceeds the national average by 17 percent and the state's cost-of-living is also considerably higher than the nationwide average, a \$2 an hour pay floor can easily be justified for California workers."

IWC HEARING JAMMED

The following week the IWC held a series of hearings throughout the state. At the Los Angeles hearings which extended throughout the day and evening on Monday and Tuesday of the week, California's business community, spurred on by the California Retailer's Association and by the scare propaganda emanating from the State Chamber of Commerce, tried en masse to torpedo the proposed boost in minimum wages for California's women and minors. The hearings in Los Angeles and throughout the state were jammed with businessmen and growers clamoring and arguing with themselves over who could denounce the Commission's proposed minimum wage of \$1.65 the loudest.

Despite vigorous counter opposition by the Federation and labor unions, it was clear that the business interests at the hearings were determined to try to smother all views but their own. The outpouring of business and grower spokesmen in all communities forced the IWC, despite its regulation allowing each speaker only five minutes time, to schedule further hearings the following month in Los Angeles, Fresno, and San Francisco.

Your Federation attended all these hearings and testified in Los Angeles, Fresno, and San Francisco, pointing out that despite special interest group pleas,

the proposed minimum wage of \$1.65 an hour was inadequate and that a more realistic figure would be \$2.00 an hour. In all, more than 350 different persons testified before the Commission in what was the greatest outpouring of spokesmen before it in its more than 50-year history. It was plainly clear from the outpouring of business spokesmen that the Commission had, even though failing to act on all Federation recommendations, taken more progressive action than at any time in its past.

DECISION REACHED

In late September, 1967, the IWC met in Los Angeles to adopt, in final form, new orders. The Commission, by a 3-2 vote in each case, adopted as final, a \$1.65 minimum for all orders, including agriculture. This meant an increase of 10 cents an hour over the proposed farm worker order. The Commission adopted a maximum straight-time workweek of 40 hours, with time and one-half after 40 hours in a week for all orders but agriculture.

The Commission also voted to boost the minimum wage for minors to \$1.35 an hour in all orders and to establish an order for domestic workers, a move long sought by the Federation.

In other actions the Commission voted to reduce the proposed increase in the so-called "cash value of meals" from a proposed total of \$3.60 for three meals to \$3.10. This meant to workers a saving of 50 cents a day. In addition, the Commission voted to include up to 20 cents an hour in tips after the first \$20 a month in earnings as part of a worker's wages, an action that undercut the minimum wage for workers relying on tips for part of their income. Also, the Commission continued to enact lower standards for farm workers than other covered workers by not requiring any hours regulations, by refusing to make the minimum wage and working conditions rules apply to farm employers with less than five employees, and by keeping intact a piece-rate system that guaranteed the minimum wage to only 80 percent of the farm workers working under a piece-rate system. In addition, despite the Federation's urgings, the IWC refused to order that the farm worker order and two closely related orders be printed in Spanish as well as English.

'A MOST MEANINGFUL STEP'

Your Secretary-Treasurer commented

on the overall decisions of the Commission by stating publicly that:

"The Industrial Welfare Commission's final decision to boost the state's minimum wage from \$1.30 to \$1.65 an hour, wipe out the inequity of a lower minimum for farm workers, and cut the maximum straight time workweek from 48 to 40 hours is without doubt the most meaningful step taken in recent years to improve the lot of millions of low-income workers in California. But it still leaves much to be desired.

"It should be obvious to all citizens that one of the most effective ways to reduce both welfare costs and property taxes, to curb crime and to root out the cause of urban riots, is to provide decent jobs at good wages for all citizens seeking work.

"Unfortunately, no one can honestly maintain that the new minimum wage, which amounts to \$66 a week or \$3,432 gross for 52 weeks' work a year is anything but a bare minimum in a state like California where average annual earnings in factory employment are nearly twice as much.

"That's why the California Labor Federation will continue to fight for at least a \$2.00 hourly minimum, a 35-hour workweek and double-time for overtime.

"But the state's farm workers should be heartened by the fact that the Commission recognized the inequity of establishing a lower pay floor for farm workers than for other workers by boosting the \$1.55 pay floor proposed earlier for farm workers to the \$1.65 figure adopted for the 13 other industries."

MOVE TO GUT IWC

Subsequent to this public hearing, the business community continued to create a furor with endless propaganda barrages aimed at the Commission. In response, the State Assembly Industrial Relations Committee, in October, 1967, called an unprecedented two-day hearing on the functions and scope of the IWC. Your Federation and other labor representatives appeared at this hearing in a unique format that allowed them to cross-examine witnesses and members of the Commission. The upshot of these hearings was that no action was taken, despite strident employer and grower requests to dismantle the Commission.

The growers, however, never content

to abide by the law if they think they have one chance of doing otherwise, went into court early in February, 1968—the time at which all the new orders, including the \$1.65 minimum became effective—and obtained temporary restraining orders to bar enforcement of the \$1.65 minimum wage. The Attorney General, in response to the growers' suits in the Superior Courts of Los Angeles and San Francisco, requested the State Supreme Court take jurisdiction. The Supreme Court failed to do this. Subsequently, the California Rural Legal Assistance, the war on poverty organization funded by the federal Office of Economic Opportunity, was successful in having the Court of Appeals in Sacramento take jurisdiction. At this writing, the matter of whether \$1.65 minimum will be paid to domestic farm workers has been taken under submission.

In response to steady employer pressure on the Commission even after the September, 1967 promulgation of its new orders, however, the IWC in May, 1968, voted to deny overtime pay to minors and set the age of women college students at 25 rather than keeping it at 21, including allowing such women to be paid only \$1.35 an hour if they attended an accredited college or university. Your Secretary-Treasurer labeled this a "thoroughly regressive step that will minimize rather than maximize jobs available to this state's youth this summer while at the same time licensing the exploitation of their labor at poverty-level wage rates."

The Commission took this so-called "emergency action," which had a time limit of 120 days.

BACKWARD STEP RESCINDED

Following this IWC action, in May, 1968, there were public hearings in Los Angeles and San Francisco to get testimony from unions, business, educators, and the general public. Following a large outpouring of union representatives, including the Federation, at the Los Angeles and San Francisco hearings, the Commission by a 3-2 vote in July, 1968 rescinded its emergency actions. Thus, a long backward step was averted and the basic progressive thrust of the IWC was continued. At its July, 1968 meeting the Commission also voted 3-2 to order the Division of Industrial Welfare to prepare and submit to it possible nominees for a wage board for domestic workers. This was in line with the Commission's September, 1967 deci-

sion to create minimum wage and working condition standards for domestic workers, now the state's lowest paid group.

In short, the last two years have witnessed the greatest progress made in the history of this Commission. It must be remembered however, that this five-man Commission, three of whose members were appointed by the previous administration, will most likely undergo a major change in January, 1968, when the current administration can appoint two additional members. This will give the present state administration effective control of the Commission because it will have appointed four of the five members. Thus, your Federation will continue to watch closely the workings of this Commission, recognizing that it can move backwards as well as forwards.

MANPOWER AND POVERTY PROGRAMS

Over the past two years the Federation has continued to support development of realistic job training programs to meet the manpower requirements of California's growing economy and labor force. In this regard, your Secretary-Treasurer served, until recently, on the Pacific Coast Regional Manpower Advisory Committee, which was established by the U.S. Department of Labor following passage of the Manpower Development and Training Act in 1962 to advise the Department on manpower development and training programs. By virtue of this position, your Secretary-Treasurer was able to contribute to the efforts to insure that manpower training programs are adequate and realistically designed, carried out, and do not tend to destroy traditional union job classifications or to break down standards in other ways.

At conferences of vocational and industrial educators and through discussions with government committees and specialists in labor market operations and interested public groups, the Federation has made its views known regarding the all too prevalent tendency for federal and state manpower training and skill development programs to focus on the development of short-run job skills which may create immediate employability but at the long-run expense of workers, employers, and economy as a whole. In the field of apprenticeship, your Federation has continued to be particularly active.

Apprenticeship

At the 1968 California Council on Apprenticeship Conference, for example, the Federation's President chaired one of the committees and was active in working for the adoption of the resolution by the Conference stating its strong opposition to legislation aimed at shifting the Division of Apprenticeship Standards from the State Department of Industrial Relations to a new so-called Department of Human Resource Development. In fact, the effort to keep the Division of Apprenticeship Standards within the Department of Industrial Relations was one of the major battles in the 1968 session of the California legislature.

The resolution adopted by the Apprenticeship Conference in May, 1968 and overwhelmingly endorsed by the more than 500 labor-management representatives at the opening session charged that "Assemblyman Jesse M. Unruh and a coalition of Republican and Democratic legislators, together with the Governor's office, have authored and are currently engaged in an unprecedented fast move to secure the passage of a six-bill 'package' which, however well intended, would have the effect of completely emasculating the California apprenticeship program." The resolution pointed out that one of the bills, AB 1463, would relegate the Division of Apprenticeship Standards "to a 'puppet' status under a new 'Department of Human Resources Development' concerned primarily with selecting and training 'hardcore' unemployed, thereby making apprenticeship as we know it today in California, a thing of the past."

The resolution which was adopted with strong Federation support also pointed out that another bill in the package would give the Fair Employment Practices Commission broad judge and jury powers over the selection of apprentices and thereby create a new and unnecessary climate of controversy which would serve only to compound rather than solve the already exaggerated problems of alleged racial discrimination in apprenticeship.

CONCERN EXPRESSED

Getting into the midst of this battle to protect this state's traditional and successful apprenticeship program from unwarranted political attacks, your Federation's President clearly pointed out the Federation is "deeply concerned about recent adverse legislative developments in Sacramento pertaining to the California Ap-

prenticeship Program, particularly with respect to AB 1463 and 1464."

Your Federation emphasized the need at this meeting for constant reappraisal of this state's apprenticeship programs in order to insure that apprenticeship is keeping pace with the advent of new materials and other technological changes in the various trades. It was also pointed out that a number of joint apprenticeship committees and labor organizations have developed programs to seek out qualified members of minority and disadvantaged groups in order to expand AFL-CIO endorsed equal opportunity programs. In doing so it was pointed out that "this extra effort has not received the public recognition it deserves."

Through the efforts of your Federation and many of its affiliates, it can be reported, happily, that the efforts to emasculate this state's apprenticeship program were unsuccessful. However, as noted repeatedly over the years, the best way to insure a strong apprenticeship program in this state is for all of organized labor to actively support it and labor must be forever vigilant to protect this basic means of job training from unwarranted and politically motivated attacks.

POSITIVE ACTION NOTED

In fact, your Federation has pointed out that contrary to the claims of some, AFL-CIO Building Trades Unions have adopted blueprints for "affirmative action" to bring more Negro and other minority groups into apprenticeship training and that the Building Trades Unions have pledged cooperation with efforts to use the federal Model Cities Program as a means of opening up job and training opportunities for residents of core slums.

In fact, helping to focus on the real problems facing this state's apprenticeship program, your Federation has repeatedly pointed out at conferences, discussion groups, and the like, that labor shortages in some California industries exist because of the poor participation by employers in apprenticeship programs.

The Federation has maintained a close working relationship with the California Apprenticeship Council, the State Division of Apprenticeship Standards and the Federal Bureau of Apprenticeship and Training within the U.S. Department of Labor in helping to make clear labor's efforts to expand apprenticeship programs and at the same time to guard against training approaches that would result in the undermining of apprenticeship standards. The President, the Gen-

eral Vice President and Federation staff have worked with these agencies for more apprenticeship training through conference activities and consultation on training problems.

The Federation's General Vice President continues as Chairman of the Committee on Equal Opportunities in Apprenticeship and Training.

Poverty Program

In the "war on poverty" area the Federation has worked closely with federal officials in California over the past two years, particularly through the Labor Liaison Officer within the Regional Director's Office of the Office of Economic Opportunity. Over the past two years there has been a warm relationship between this office and the Federation in the combined effort to build new programs to combat poverty in the state.

Your Federation has continued to point out that, over the long run, the only meaningful solution to the problem of poverty is the creation of more jobs at decent wages in order that true full employment exist. This, combined with the extension of unemployment insurance and other programs to all workers in the labor force, including farm workers and domestics, combined with massive federal and state programs to combat discrimination in employment, education, housing and the administration of justice is necessary in the eradication of poverty.

In this regard, one of the most significant contributors in the effort to eliminate poverty in California in the past two years has been the California Rural Legal Assistance, Inc. (CRLA). This war on poverty agency, funded by the federal Office of Economic Opportunity, has worked mightily in recent years to reduce the level of rural poverty. Its legal staff of some 33 lawyers, consulted with the Federation on a broad range of problems, including the "green card" and bracero problems, and the battle to restrict the cutbacks in the Medi-Cal program.

CRLA EFFORTS BACKED

In 1967, when the renewed funding of the CRLA was under consideration by the federal government, Governor Reagan and the state administration attempted to exert pressure to terminate its existence. Rallying strong support for the CRLA, your Secretary-Treasurer wrote the Office of Economic Opportunity's National Director Sargent Shriver that "the California Labor Federation strongly

supports the many efforts of the CRLA to insure the statement etched on the nation's Supreme Court Building—"Equal Justice Under Law"—is given meaning. Too often as a nation we spout cliches regarding freedom and justice for all yet fail to truly extend them to all citizens.

"The attacks directed at the CRLA by some congressmen and growers because it has worked to insure equal justice for farm workers are totally unwarranted.

"Those responsible for such attacks simply seek, from their positions of privilege, to keep the poor not only poor, but ignorant of their rights.

"Most holders of special privilege view their status as just and the law as an instrument in perpetuating it. They fear equal treatment under law. Our struggles to form a labor movement undoubtedly taught us that.

"In behalf of the 1.5 million AFL-CIO members in California, we commend the efforts of this organization supported by the Office of Economic Opportunity to enhance the legal rights of this state's poor, underprivileged citizens and assure you it has our full support.

"Perhaps no other effort in the entire war on poverty program is as important as insuring that the poor and their legal rights are protected."

VETO MOVE OPPOSED

Your Secretary-Treasurer besides requesting that the national AFL-CIO do all in its power to insure that the CRLA was funded for another year, after noting that California Congressman Robert Leggett was one of the most vociferous attackers of the program, telegraphed him pointing out that attempts to emasculate legal aid programs under OEO by giving county bar associations veto power over such programs in their counties would be a disaster. Your Secretary-Treasurer's wire said:

"It is my understanding you are planning to offer an amendment to the Economic Opportunity Act which would give any county bar association veto power over legal aid programs that would help the poor. In our view this is most undesirable. If passed, such an amendment would affectively emasculate programs such as that of the California Rural Legal Assistance.

"Yet the only aim of the CRLA program, and similar programs, is to insure that the poor's little rights are protected—that, in fact as well as in name, they

have the same legal rights as other citizens.

"With this in mind I urge you not to introduce your amendment."

Because of the strong efforts of your Federation and of various central labor bodies throughout California and the nation, after a long battle, including numerous attempts by Governor Reagan to emasculate the CRLA legal aid program, it was re-funded by the federal Office of Economic Opportunity and continues at present in essentially the same form as it existed two years ago.

CENTRALIZATION FOUGHT

In June, 1968, the state administration, at the instigation of the Governor, made a strong attempt to take over direction of local anti-poverty programs throughout California and to centralize them in the State Health and Welfare Agency. This action, which would have effectively destroyed local poverty programs in many areas was vigorously attacked by the Federation. In early July your Secretary-Treasurer wrote Governor Reagan urging him to reconsider his decision "to weaken the anti-poverty program by centralizing control in Sacramento."

Your Secretary-Treasurer's letter to the Governor pointed out that it was particularly hard to understand the Governor's strong desire for state control over this particular program since he had repeatedly voiced a "belief in the desirability of local economy, initiative and self-help." Your Secretary-Treasurer told the Governor none of these capabilities would exist if vital decisions regarding the community action phase of the war on poverty program were made by the State Health and Welfare Agency in Sacramento.

The letter also observed that to be truly responsive to the needs of the poor such programs as community action must be centered near the poor in order that access by the poor to them be unimpeded and that, recognizing this, it was difficult to understand the Governor's reasons behind his decision to deny local community control of the anti-poverty program. Your Federation also pointed out to the Governor that, "In this time of national stress, the poor and the unfortunate must be given hope and opportunity if we are to build a fair, more equitable society."

In making its strong opposition felt to state control over anti-poverty programs, the Federation joined with the League of Women Voters of California

and numerous major cities and counties throughout the state.

ATTACK REBUFFED

Subsequently, Governor Reagan, in a letter to your Secretary-Treasurer and to the Office of Economic Opportunity's regional office in San Francisco, declared the state had rescinded its decision and would not attempt to assume control over local anti-poverty programs throughout California. Thus, another attack on the war on poverty program was successfully rebuffed.

In addition to these efforts, your Federation has continued to strongly support more adequate appropriations for the poverty program, recognizing that this would greatly benefit California, particularly now that the state and nation are in the midst of an urban crisis, and would reduce the level of poverty in California. Working closely with the national AFL-CIO in this regard, your Federation made clear its strong support for expanded poverty programs to the California congressional delegation and to numerous community, church, civic, and other groups.

CONSUMER AFFAIRS

The Federation has been very active in the consumer protection field following the 1966 Convention, particularly since the change of state administration in January, 1967, produced a major shift in the atmosphere towards consumer legislation. For example, the Office of the Consumer Counsel which the labor movement fought hard to have established and then strongly supported has now, for all practical purposes, ceased to exist.

Its budget shorn and without staff, it is run not to protect California consumers, but instead to shield manufacturers and shoddy businessmen from the public.

The general tone of the present Office of Consumer Counsel became clear as early as February, 1967, when Mrs. Kay Valory, appointed to the office by Governor Reagan, declined an invitation to attend the annual convention of the Association of California Consumers, the chief exclusively consumer organization in the state, which had been created in the early 1960's with strong labor support.

In May, 1967, noting that California consumers, because of the change in administration and the new outlook in the Office of Consumer Counsel "stand in danger of losing many hard won gains of previous years," the Federation, in

a letter to all affiliates, called on local unions throughout the state to lend financial assistance to the Association of California Consumers. In the letter to affiliates your Secretary-Treasurer noted that the Association "has achieved a notable record in protecting consumers" since its organization with strong Federation support in 1961. Yet in the face of the Governor's decision to slash the budget of the Office of Consumer Counsel from \$120,000 to \$28,000 it was necessary for affiliates to join and strongly support the Association of California Consumers.

RALLY SPONSORED

Six months later, in November, 1967, the Federation along with the Los Angeles County Federation of Labor and the Association of California Consumers, sponsored a special rally for consumer protection that was held in the Musicians' Union auditorium in Hollywood. The rally was highlighted by an address by Betty Furness, President Johnson's Special Assistant on Consumer Affairs, and had strong Federation support and participation. Following this, as it has every year in the past, your Federation participated in the annual convention of the Association of California Consumers in March, 1968. In addition to the Federation's President, who serves on the Executive Board of the Association, Federation staff have also worked closely with this Association.

In addition to participation over the past two years in such notable consumer matters as the Medi-Cal cutback struggle and the phone company's \$181 million rate hike request before the State Public Utilities Commission, your Federation, through the vehicle of its weekly newspaper, the "California AFL-CIO News," has continued to carry and highlight a number of consumer matters of direct importance to union members. For example, your Federation has pointed out the anti-consumer nature of so-called "uniform consumer credit codes," and the fact that most union members and other workers are being unfairly treated by auto insurance firms.

In the case of the automobile insurance industry, the Federation in a lead article in June, 1967, pointed out that between 1957 and 1964 insurance claims paid per car increased from \$30 to \$32 or less than seven percent; but at the same time premiums paid by auto insurance holders jumped 20 percent, or more than three times as much as claims paid. The Federation also noted that only about 40

cents of the premium dollar is used to pay claims in California; the balance of the premium payment goes for insurance companies' expenses and profits. The Federation's weekly newspaper also carried stories on struggles for truth-in-lending, and truth-in-packaging legislation, the meat inspection bill, and other matters of national consumer interest, many of which are covered in the section of this report dealing with federal legislation.

SPOTLIGHT ON DRUG ABUSES

Recognizing that the problem of overcharging on drugs has become one of the major causes of the skyrocketing health care costs in California and throughout the nation, the Federation has attempted to highlight drug abuses. Accordingly, when in June, 1968 Governor Reagan, in a speech to the nation's drug manufacturers, urged them to resist any sort of federal regulation aimed at stopping such gross abuses as price fixing, collusion, inadequate or falsified testing and price gouging, your Secretary-Treasurer found it necessary to respond to the Governor's remarks. Noting that the Governor had said the federal Food and Drug Administration is "out to control the drug industry advertising, limit its distribution, increase its cost, and dictate its content," your Secretary-Treasurer pointed out:

"The Governor's fine rhetoric glosses over the question of whether the average citizen wants to be free to be a guinea pig for inadequately tested, over-priced drugs of questionable value.

"To constantly attack, as Reagan does, the very concept of regulation in the public interest — regulation designed by duly elected lawmakers to protect the average citizen from dangerous drugs, excessive utility rates, or whatever—is a clear disservice to the people of California and of the high office of public trust which Reagan holds."

In speaking out to the public on this important matter your Secretary-Treasurer noted that studies have disclosed a major brand-name pharmaceutical manufacturer spends about \$3,000 a year per prescribing doctor to influence doctors to prescribe by brand names, and yet studies conducted by the federal Food and Drug Administration have indicated that the record for purity and effectiveness of generic drugs is the same or slightly superior to the record of brand-named products.

BRAND NAME ISSUE

Despite this fact your Secretary-Treasurer noted that "at present the vast majority of doctors prescribe by brand-name and the patient, rich or poor, has to buy the brand-name drug that has been found in a number of cases to represent a 1,000 percent markup or more over the cost of manufacture.

"By aligning himself totally with the drug-makers . . . Reagan clearly indicates a willingness to sacrifice public health and safety as well as economic justice on the altar of private profit."

Pointing out that the national AFL-CIO earlier in 1968 called on Congress to enact legislation to include prescription drugs under Medicare and to limit reimbursement for drugs under federal programs to the price of the generic product, your Secretary-Treasurer noted that, "such legislation would be of obvious and enormous benefit to taxpayers in California and throughout the nation yet Governor Reagan opposes it.

"Perhaps it's time California citizens started asking themselves why."

Medi-Cal Cutback Fight

In Summer, 1967, a major battle began to brew over California's Medi-Cal program of providing health care services to the needy within the "mainstream concept" of health care. This program, which had begun during the previous administration, was attacked by the Reagan administration as exorbitant and too costly. The administration claimed that if the program were to continue through the 1967-1968 fiscal year in the same form as in the previous year, it would run a deficit of approximately \$210 million and within a few short years would bankrupt the state. Despite the fact that the Federation and other interested and concerned groups immediately challenged these figures, numerous necessary health care services for California's 1.5 million persons were then sharply cut back on the orders of the State Health and Welfare Agency.

Using the purported \$210 million budget deficit that would result from continuing the Medi-Cal program at the present level, the administration announced that effective September 1, 1967 the following services would be entirely eliminated from the Medi-Cal program: eyeglasses; hearing aids; dental care except for extractions; prescription drugs not necessary to preserve life; psychiatric help; most physical and speech therapy;

special duty nursing; chiropractic services; orthopedic services; and all surgery except that necessary for the emergency treatment of injuries or to preserve life.

Your Federation, in pointing out the inequitable nature of these cuts, noted that one of the supposed key functions of the Medi-Cal program was to assure low-income citizens sufficient health care to enable them to become physically able to help themselves. Further, to deny low-income citizens on welfare or those who are medically indigent eyeglasses or an operation for a hernia, ulcer or anything else that could help them become self-supporting was clearly the worst form of "penny-wise, pound-foolish" economy.

COURT ACTION SOUGHT

Shortly after the decision to cut back on the program was made, the California Rural Legal Assistance, a federally funded war on poverty group providing legal services to the rural poor, sought a permanent injunction to halt the cutbacks. Your Federation joined in support of the petition for this injunction.

In mid-September Sacramento Superior Court Judge Irving H. Perluss issued a permanent injunction halting the cutbacks. In his decision, Perluss pointed out that the Reagan administration's regulations violated state statutes by slashing basic services below the minimum required for patients on welfare before the Medi-Cal program even went into effect in 1965. And further, Perluss noted that legislation enacted in 1967 required reduction of the program to keep its cost within the \$600 million budget provided but that the Reagan administration's new regulations were neither "feasible nor proportionate," and could not achieve this legislative goal.

Judge Perluss, in making his decision noted that perhaps one way of regulating Medi-Cal costs would be to regulate physicians' fees. In response, Health and Welfare Administrator Spencer Williams disclosed that half of the \$167 million paid to doctors during the first 16 months of the Medi-Cal program went to just 1,200 doctors, an average of about \$70,000 each. Interestingly, Health and Welfare Administrator Williams stated that state studies had shown that some 330 of the more than 20,000 physicians taking part in the Medi-Cal program appeared to be guilty of charging exorbitant fees and were "guilty of deviant practices." The incidence of fraud in this regard, a rate of 1.6 percent of the doctors participat-

ing in the program, was somewhat higher, interestingly enough, than the incidence of suspected fraud among the state's 1.3 million welfare recipients.

Shortly after the court issued an injunction halting the cutbacks in the Medi-Cal program, Governor Reagan reacted by sharply attacking the decision:

"It seems to be a reflection of the kind of off-base thinking that seems to be so prevalent today."

Then, ignoring the legal issue involved in the matter, the Governor stated, "I find it hard to believe a judge is a better authority on Medi-Cal than Spencer Williams ((the Health and Welfare Agency Administrator))."

FED SEEKS SPECIAL PARLEY

Shortly thereafter, in late September, your Federation proposed a special meeting between the Governor and the leaders of both political parties in order to solve the Medi-Cal crisis. The Federation stated that the meeting should be called for the expressed purpose of determining whether the state government has the cash available to meet the supposed deficit in the Medi-Cal program and if the money is not available then the Governor should call a special session of the legislature to take whatever action was necessary to assure that the state's 1.3 million impoverished citizens, the bulk of whom are children or disabled adults, were not denied necessary medical care.

Your Federation pointed out that the proposed cutbacks by the Governor, which were to be carried out despite the court order, were undesirable "from a medical and health standpoint" and suggested that the legislature undertake a thorough view of the Medi-Cal program aiming at (1)) a study of the cost of administration under the program, (2) the quality of vendor services, and (3) the cost of vendor services to determine if there was over-utilization or whether unit costs were unreasonable.

Then, pointing to the fact that despite all the hue and cry there were sufficient finances available for the program, your Federation noted that "no cutbacks either in eligibility or in the range of health services are fiscally needed at the present time."

In late October, 1967 the Federation urged Governor Reagan to add Medi-Cal to the agenda of the special session of the legislature that was scheduled to open on November 6, 1967, if no other way could be found to restore the cut-

backs in medical services. Failure to take such action, your Secretary-Treasurer said in a letter to the Governor, would result in letting "both our nation and its people down — people whom the nation and the state have promised to assist."

Your Secretary-Treasurer's letter observed that "the conflicting estimates of costs" make it difficult to determine whether a cash crisis in fact exists in the Medi-Cal program, but that the "cuts proposed by your Health and Welfare administrator to meet the alleged or the real deficit are so administratively irresponsible that it will be impossible to carry them out equitably among those in need."

The Federation then reminded the Governor that "when the state embarked on a cooperative program with the federal and local governments to assure the medically indigent that they would be included in the 'mainstream' of medicine, the state in effect promised those over 65, the totally disabled, the blind, and the families with dependent children presently receiving cash assistance and those similarly categorically linked who are not receiving cash aid but who earn a very limited income, that no longer would their lack of money deny them needed health care in the 'mainstream' of medicine." The letter noted that the state was reneging on its promise without adequate financial data to support its action.

CUTBACKS HELD ILLEGAL

In mid-November the California Supreme Court ruled that Governor Reagan's cutbacks in the Medi-Cal program were illegal. It upheld the decision by Sacramento Superior Court Judge Perluss prohibiting the substantial reductions in Medi-Cal services ordered by the state. Your Secretary-Treasurer pointed out in a public statement that "the court's ruling is a major victory for the California Labor Federation's affiliates, all union members and their families, and the state's welfare recipients."

Your Secretary-Treasurer went on to note that "coming hard on the heels of the last week's decision by San Francisco Superior Court Judge Robert J. Drewes barring the use of convict labor to harvest California crops, both rulings vindicate the position taken by this Federation and other interested groups that despite the feelings of the administration in Sacramento, it cannot ride rough-

shod over laws enacted by this state's legislature and over our state's constitution."

LEGAL ACTION TAKEN

While in the convict labor case the Federation had instituted the legal action against the state, in the Medi-Cal case the Federation filed an amicus curiae brief following the initial action taken by the California Rural Legal Assistance in opposing the unwarranted, uncalled for, cutback in the Medi-Cal program.

The Governor, expressing strong disappointment over the State Supreme Court ruling, said the court had "substituted its policy views for those of our own medical experts" and as a result, "must now bear the burden for disruption of the Medi-Cal program." Your Secretary-Treasurer in response to the Governor's statement pointed out that "it seems that whenever the courts take a dim view of the arbitrary actions of the present administration, the Governor claims that the courts are venturing into a legislative policy area. Nothing could be further from the truth.

"It has been our position all along that the actions of this administration in cutting back the Medi-Cal program clearly violate statutes enacted at both the 1965 and 1967 sessions of the legislature and the court action simply reflects the fact the legislature has set policy in the Medi-Cal field."

Noting that the battle to keep low-income families in the so-called "mainstream" of modern medical care is not over, your Secretary-Treasurer went on to point out "that the time has come to stop tampering with the health of the medically needy people of this state. The medical needs of anyone, rich or poor, are far too serious a matter to be tossed around like a political football. It is time to stop playing games. Instead, the administration should concentrate its energies on enhancing the health of our state's poor."

Subsequent financial studies and investigations pointed out that the claimed \$210 million deficit in the Medi-Cal program never did exist nor did lesser deficits which the state administration subsequently claimed when the \$210 million deficit proved to be untrue. At present, the Medi-Cal program is proceeding as it has in previous years, serving California's needier citizens well without any of the sharp cutbacks or restrictions proclaimed by the Reagan administration in 1967. All of those ad-

ministration's claims were without foundation.

Phone Rate Case

Shortly after Governor Reagan took office in January, 1967, he made two appointments to the State Public Utilities Commission (PUC). Following this, in February, 1967, the Pacific Telephone and Telegraph Company (Pacific) announced it was seeking a record \$181 million rate hike. If granted, this would be the largest rate hike in the history of the nation and would mean that the average homeowner's telephone bill would be increased by approximately 50 percent and business rates would go up nearly 100 percent.

Alarmed at the sheer magnitude of this increase, your Federation in March, 1967, became an active party in the proceedings before the State Public Utilities Commission regarding this matter. At a pre-hearing conference before the PUC in late March, which was called in order to determine the position of various groups on the issues involved in the case, your Federation informed the PUC that it planned to participate in the rate hike hearings as an "interested party."

The Federation's opening statement pointed out that it is the largest organized consumer group in the state and represented some 1.5 million Union members who would be sharply affected by any massive increase in telephone rates. The Federation stated its reason for filing as an interested party in this case, noting the reasons, "First, being that the sheer size of the rate increase, in absolute dollars, asked for by PT&T aroused concern," and "second, . . . the rate of return requested by PT&T of about eight percent, to us seems too high."

BASIC ISSUE CITED

Citing what was the basic issue throughout the long proceedings, your Federation noted that while the Pacific Telephone and Telegraph Company was entitled to a "fair rate of return" the rate of return should not be exorbitant and that as a public entity the firm had particular obligations that the state placed upon it in return for granting it a monopoly position in the economy.

In April, 1967, the formal hearings began. At the start it became clear that a lengthy fight over the Company's request for \$181 million in additional phone charges was assured when the five-man PUC denied a motion by its own staff,

supported by numerous consumer groups and the cities of Los Angeles and San Francisco, that the PUC not spend time listening to re-arguments regarding 12 areas of company spending that the PUC had disallowed in an earlier rate case that was not finally decided until 1966. In this earlier rate case, the State Public Utilities Commission ordered a reduction in rates of \$40 million.

Despite strong protest by spokesmen from labor, some cities, consumer groups and others, the Commission voted 4 to 1 against its staff's recommendation not to re-argue the 12 areas in accordance with the PUC's earlier decision which had been upheld, on appeal, by the State Supreme Court.

Various spokesmen, including ex-PUC President George Grover, who represented the Association of California Consumers, pointed out that the American Telephone and Telegraph Company owned 90 percent of the Pacific Company's stock and that most matters under consideration had been decided only the previous year when in November, 1966, the PUC made its final decision ordering the Pacific Company to cut its rates by \$40 million and established a 6.3 percent rate of return on investment. In contrast, the Pacific Company in seeking a \$181 million rate hike desires an eight percent rate of return.

REAGAN INTERVENES

In mid-May, 1967, Governor Reagan intervened indirectly in the case when he stated that he believed a rate increase was "indicated." On learning of the Governor's statement, neither of the recent appointees of his to the Commission responded. However, Commission William Bennett, a holdover, from the previous administration, pointed out that no one, including the Governor, "should make snap judgments without sitting in on the hearings."

In July, 1967, the Federal Communications Commission decided that the American Telephone and Telegraph Company's rates were too high and ordered them cut by \$140 million a year. In doing so, it ordered the American Company also to, in effect, increase Pacific Telephone's revenue by over \$30 million a year.

Meanwhile, your Federation was participating on a daily basis in the Pacific Company case, cross-examining each Pacific Company witness and other expert witnesses called to testify. In response to Federation questioning, the Pacific Company's Assistant Controller conceded there

was not "any direct relationship between the rate increase sought (i.e., the \$181 million) and the future wages which might be bargained out under the contracts" with their union-represented work force. In addition, the company spokesman conceded that the rate increase sought was not necessary to continue basic phone service now being provided to California subscribers which they described as "good."

PUC STAFF RECOMMENDATION

Two months later, the State Public Utilities Commission staff recommended that instead of an \$181 million increase in rates the Pacific Company was entitled to approximately one-third that amount. In this connection, responding to cross-examination by your Federation the Executive Vice President of the Pacific Company, which was demanding that the PUC boost its authorized rate of return from 6.3 to eight percent, conceded that the Company's bid for the \$181 million increase "can't be tied into basic phone service." The company also significantly compromised its case for the rate increase when in response to another question by the Federation which asked "if the Pacific Company were earning a rate of return ranging between 6.8 percent and 7.1 percent, would you be here today?" its representative replied, "I very much doubt it."

The following week your Federation, through its weekly newspaper, pointed out what was at stake for California phone users in the marathon hearings before the PUC by publishing a community-by-community breakdown between present basic telephone rates for homeowners and the proposed increase sought by the Pacific Company.

The data indicated that in the Los Angeles-Long Beach area the present homeowner rate of \$3.85 would be increased, if the Pacific Company was successful, by 49 percent; in the San Francisco-Oakland, San Jose, and San Mateo areas the rate increase would be 47 percent above the present \$3.90 per month level; and that in the San Diego area the present rate of \$4.20 per month would be increased 37 percent to \$5.75.

SAVINGS PROPOSED

In September, 1967, expert witnesses pointed out that California phone users could save more than \$1.7 billion over the next 20 to 23 years if the Pacific Company would take advantage of the accelerated depreciation tax method au-

thorized by the Congress 10 years ago, which it had never used. Many observers noted that the Pacific Company was unique among major California utilities in not taking advantage of accelerated depreciation. In contrast, PG&E, Southern California Gas, and Southern California Edison had taken advantage of the tax savings offered to corporations through the accelerated depreciation method. Left unsaid was the fact that none of these firms sought major rate hikes from the PUC.

The phone company's massive rate-hike request suffered another setback in late October, 1967, when the utility rate expert for the City of Los Angeles, appearing before the PUC, said the company was asking for \$139 million too much in increased revenues. Instead of an eight percent rate of return the expert instead suggested that the rate of return be set at 6.75 percent (in contrast to the present rate of 6.3 percent).

Witness after witness commented on what was one of the crucial issues in the case — the unusually high equity-to-debt capital structure of the Pacific Company. Unlike most other electric and other utilities, this company financed about 65 percent of its growth through the sale of stock, on which it earned roughly a 10 percent rate of return, and only 35 percent of its growth through bonds on which it only had to earn about four percent. This extremely heavy equity structure punishes not only common stockholders of the company but the rate-payers. It was brought out that many comparable utilities, including the General Telephone Company of California, had almost a reverse ratio of debt-to-equity than the Pacific Company; that is, 65 percent of their financing was handled through the lower-cost issuance of bonds and only 35 percent through common stock.

The formal hearing phase of the Pacific Company's request for an \$181 million hike in its rates finally ended in early February, 1968. The PUC had sat through 82 days of hearings and the transcript of the hearings covered over 12,000 pages. Throughout the formal public hearings your Federation was represented and conducted vigorous cross-examination of all witnesses — those in favor of the rate increase as well as those opposed.

MAJOR POINTS LISTED

Among the major points brought out in the course of the more than 12,000

pages of testimony were:

- The \$181 million rate-hike proposal would boost residential phone service charges approximately 50 percent and hike business charges nearly 100 percent.

- While the company, which is presently authorized a 6.3 percent rate of return by the PUC, claimed an eight percent rate of return "absolutely necessary," a top executive of the company conceded that the company wouldn't be before the PUC if its earnings were in the seven percent range. As a corollary point, company officials on more than one occasion throughout the hearings conceded that maintenance of basic phone service was not related to the request for a rate hike.

- The fact that the Pacific Company's financial structure — its so-called debt-equity ratio of 65 percent stock and only about 35 percent debt (bonds) — which was the opposite of a number of other public utilities such as PG&E and General Telephone and Telegraph Company, was grossly unfair to California consumers and ratepayers. It was pointed out throughout the hearings that the cost of equity financing to the company in some cases is twice as high as the cost of financing growth through bonds. Moreover, the interest paid on bonds was tax deductible.

- Company officials repeatedly claimed throughout the hearings that their decision not to take advantage of accelerated depreciation and maintenance of a high debt-equity ratio were "management prerogatives." However, this position was given a severe jolt in January, 1968, when the U.S. Appellate Court in the Seventh Circuit disagreed. In a case involving a gas company the court ruled that a public utility could have the use of accelerated depreciation imputed to it against its will if, in fact, the consumers' interests were best served by such an action and a state public utilities commission or similar body deemed it necessary.

FED FILES 128-PAGE BRIEF

In mid-March, 1968, your Federation filed an extensive, 128-page brief with the PUC opposing the company's requested \$181 million rate hike. In doing so, the Federation's brief accused the company of acting improperly in refusing to take advantage of the millions of dollars in tax savings available to it through accelerated depreciation and urged the PUC to insist on a major change in the Pacific Company's ultra-conservative fi-

nancial policies that are costing California phone users "millions and millions of dollars and shortchanging the firm's common stockholders as well."

In criticizing the company for its lopsided reliance on common stock instead of bonds to finance its needs, your Federation's brief pointed out that the cost of bond financing is substantially lower than stock financing.

Your Federation labeled the company's conservative financial structure "wholly overzealous and extremely costly" and urged the PUC to:

- Allow the company a 6.70 percent rate of return on its investment instead of the 7.5 to 8.5 percent rate it is demanding.

- Compel the company to use accelerated depreciation. Over a 20-year period, such a move could save California ratepayers more than \$1 billion, the Federation's brief said.

- Continue to regulate PT&T's relationship with the Western Electric Company. This is a necessary function of the Commission to prevent the vertically integrated Bell System from setting its own California rate of return by adjusting the prices of Western Electric Products to PT&T, its biggest customer.

- Forbid the company from issuing any more stock and make it rely, instead, on debt (the sale of bonds) to finance future needs.

In the latter connection, the Federation's brief noted:

"If the respondent (PT&T) issued \$1 billion worth of long-term debt in the next four years at a cost to the company of 6.50 percent — a generous assumption when such a time span is speculated upon — it could increase its return on common equity (stock)."

In fact, the Federation noted, it could earn 8.40 percent on equity at the Federation's proposed 6.70 percent rate of return. PT&T's return on equity is currently only about 7.9 percent.

INEQUITABLE FINANCING

At present PT&T finances less than 35 percent of its growth needs through bonds and more than 50 percent through common stock even though bond financing currently costs only about 6.5 percent compared to eight percent or more for common stock financing. In most utilities studied the debt-equity ratio is nearly the reverse of PT&T's.

Your Federation's brief analyzed the

ramifications of the phone company's contentions on a point-by-point basis and concluded that a 6.70 percent rate of return on investment is justified because of the major increases in the cost of borrowing money in recent years. The company is presently allowed a 6.3 percent rate of return by the PUC.

After taking into account the reduction in revenue needs that would result from lowered taxes if PT&T is required to take advantage of accelerated depreciation, the 6.70 percent rate would allow the company a rate boost totalling \$30,145,000, barely one-sixth of the sum it initially demanded, the Federation's brief observed.

A 7.5 percent rate of return would give the company \$93 million more in revenue; 8.5 percent would yield \$180 million.

In contrast, the PUC's staff recommended a 6.85 percent rate of return. This would yield a \$39 million increase when the effect of accelerated depreciation is taken into account.

The briefs submitted by the Cities of Los Angeles and San Diego recommended a 6.75 percent rate of return. This would allow a \$48 million increase.

The City of San Francisco's brief recommended 6.5 percent. This would boost the Pacific Company's revenues by \$22 million. The Association of California Consumers also recommended a 6.5 percent rate of return.

The Federation emphasized that the PUC "has both the legal power and the moral obligation" to require the company to finance its near-future needs solely through bond financing in order to protect California consumers from excessive rates.

Its 6.70 percent intra-state rate of return would permit the Pacific Company to earn roughly 8.23 percent on its common stock, a return 24 percent higher than the company earned in the 1961-65 period, the Federation said.

"Such a return would roughly provide \$1.48 earnings per share," about 18 cents per share more than at present.

Spokesmen for the Pacific Company argued that its earnings were too low when compared to other regulated utilities. In addition, charges that the PUC had in the past been punitive toward the Pacific Company have cropped up frequently in newspaper columns and editorials throughout the state during the hearings.

EARNINGS QUESTIONED

But your Federation pointed out that the California PUC "has been characterized as the best Commission in the country from the consumer's point of view" and said that both the PUC and the public must consider the question of whether the other utilities with which the Pacific Company is compared "are earning too much."

In other words, the Federation said, should the California ratepayer "foot the bill for the possible laxity of other regulatory bodies?"

Following submission of opening briefs by your Federation, the Pacific Company, the staff of the Public Utilities Commission, the Cities of Los Angeles, Long Beach, Beverly Hills, San Diego and San Francisco, the Association of California Consumers, the State Attorney General, and numerous other interested parties and individuals, a two-week period was granted for each party to analyze the briefs of each other party and then to file closing briefs.

Consequently, in late March, 1968, your Federation filed its closing brief. In it the Federation reviewed its closing brief. In it the Federation reviewed its earlier recommendations to the PUC and accused the Pacific Company of using "contrived subtlety" in filing its opening brief in order to boost its initial demand for a \$181 million rate-hike to \$213 million. This increased demand came to light, your Federation brief pointed out, when the opening brief of the Pacific Company was analyzed.

\$32 MILLION BURIED

In examining the phone company's brief, your Federation said it was "an act beyond belief" to find that the company had "buried in a footnote" its proposal that \$32 million that the company is to receive as a result of inter-intrastate settlements ordered by the Federal Communications Commission July 5, 1967, should be used "to mitigate the present disparity between inter-intrastate toll rates" instead of being used to reduce the company's rate application.

"The audacity of such a proposal, buried in a footnote, is colossal," your Federation said.

It said the phone company's contention that "'we are here to serve,' leaves no trace of doubt as to whom."

Pointing out that one of the company's spokesmen conceded in the course of the PUC hearings that the phone company

would not be seeking the rate increase if it were now earning substantially less than eight percent on its intrastate investment, the Federation's closing brief declared:

"Now, with contrived subtlety the applicant seeks over nine percent (\$181 million plus \$32 million)."

OTHER PROPOSALS

The Federation's closing brief also called on the PUC to:

- Prohibit the phone company from issuing any more common stock until its debt-equity ratio is at least 50-50.

- Maintain the existing Western Electric price adjustment.

- Require the company to take advantage of accelerated depreciation in its tax computations.

- Set the intrastate rate base at \$2,894,400,000, that is, a rate based on a 6.70 rate of return on investment which would yield the company \$30,145,175 in additional revenues.

It also took issue with the phone company's claim that the costs of record keeping involved in the use of accelerated depreciation would amount to \$3 to \$5 million a year. Other large California utilities utilizing accelerated depreciation such as the Pacific Gas and Electric Company and Southern California Edison, the Federation said, spend only about \$50,000 per year for such expenses.

If the rate hike to be authorized by the PUC should be held down to the Federation's proposed \$30 million, it is estimated that each union member presently paying the Pacific Company for residential phone service would save about \$18.75 a year. Thus, if one million of the state's present 1.5 million AFL-CIO union members are presently served by PT&T, the savings could amount to about \$18,750,000 for union members alone.

Following the filing of closing briefs, the PUC took the \$181 million rate-hike case under submission.

INFLUENCE MOVE HIT

After the case was taken under submission by the PUC the Pacific Company, in a clear attempt to influence the decision of the PUC, filed an application for permission to sell \$165 million in debt and \$165 million in common stock before a decision was rendered on the rate hike request. Your Federation responded to this by filing an additional

brief with the PUC calling upon it "to hold in abeyance any decision on this matter" until the rate-hike request was decided.

Your Federation's brief, which was filed in early May, 1968, stated, "It is unfortunate that the Pacific Telephone and Telegraph Company has submitted application No. 50105 at this time. The application itself is admittedly calculated to impress upon the Commission the need for speedy rate relief in Case 49142 (the \$181 million rate-hike request). Exhibit No. 8 to this proceeding spells out the particulars of this persuasion."

Exhibit No. 8 was an internal office memo of the Pacific Company. It stated candidly: "Public announcement of the Company's financing plans in March and the filing of a financing application with the Commission shortly thereafter may be expected to have a favorable effect on the rate order itself. It should impress the Commission with the need for prompt action in the rate case to carry through the scheduling financing . . . also, if the financing application to the Commission shows our intention to go to a higher level of debt, the following might be expected to allay some of the criticism of the Company's low-debt ratio policy and might have favorable effect on the Commission's treatment of other financial policy matters."

In a nutshell, the company was trying to unduly influence the PUC.

Your Federation's brief went on to state, in response to the company's efforts:

"It is also apparent that the application already has been substantially approved by the Hearing Examiner (Tr. 130). In this regard it is clear that in the future such applications should be heard by an examiner not called upon to pass judgment on his own handiwork.

"The position of this Federation on the question of an appropriate debt-ratio for the respondent was spelled out at great length in our opening brief in Case 49142, pages 69 through 86. Definitive citations from the FCC case, previous Commissions' opinions, and even a brokerage firm were submitted. It is part of the record and stands unchallenged by the respondent.

"Without question the Commission staff and the Attorney General's office will adequately cover the salient points in this particular case. However, this Federation wishes briefly to call the Commission's attention to the following:

"1. Mr. Einerman claims the respondent's present intention is to have a 40-60 debt-equity ratio. This is a most mild desire for the respondent could obtain its claimed objective immediately if this application was only debt rather than an equal mixture of debt and equity.

"3. Throughout Case No. 49142 this Commission was repeatedly reminded of the Pacific Company's low ratio of debt to common equity. Now they want to raise it slightly. It is uncontested that debt financing, to a point, is cheaper than equity financing. That point remains far above the 40 percent debt level now proposed. Yet the respondent apparently seeks once again to water its common stock and further depress its earnings per share of value through the issuance of an additional \$165 million in equity.

"4. Mr. Einerman states that Application 50105 is buttressed by the need to take advantage of July's 'premium' conditions. (Tr. 132.) Yet the respondent has not made a July debt issuance in the recallable past. So much for this 'compelling need.'

"5. Mr. Einerman suggests that the need for this particular financing is attributable to the American Telephone and Telegraph Company's necessary reimbursement of short-term loans by the respondent. However, Mr. Einerman graciously concedes that AT&T has said nary a word on this subject.

FED'S POSITION SUMMARIZED

"In summary, the California Labor Federation calls upon this Commission to hold in abeyance any decision on this matter until it decides Case 49142. This Federation also strongly recommends that a 50-50 debt-equity ratio be established as appropriate for all the reasons laboriously set forth in our opening brief in Case 49142. If management is unable to keep the Pacific Company's common equity holders' earnings at a reasonable level, this Commission must help Pacific to do so."

Overlooking the arguments of your Federation and other organizations, however, the PUC in mid-July, 1968, bowed to the demands of the phone company for authority to raise \$330 million. The PUC vote was 3-2. Commissioner Bennett, in a written dissent, charged that the majority decision represented "a disregard for basic concepts of a fair hearing," and charged that the company had worked out the details of the application

with the PUC's Director of Finance and Accounts, obtained approval of the Director in advance of the hearing at which the Director acted as examiner, heard the testimony, and then wrote the opinion signed by the majority. Bennett charged that this is, "self judgment at its worst," and went on to state that "if the public interest is to be met by this Commission and the staff thereof, it should probably discontinue the highly suspect, indeed improper, practice wherein Commission personnel are assigned to sit in judgment upon cases after having made prejudgments thereon."

As of this writing no decision has been rendered by the PUC regarding the \$181 million rate hike request.

CIVIL RIGHTS

Your Federation over the past two years has continued to actively support necessary efforts to assure equal rights for all citizens. Some of these efforts have already been noted in the section of this report dealing with farm labor, because the struggle of farm workers to enter the mainstream of American economic life is one of the major civil rights battles in our state today, and other efforts of the Federation are touched on in the section dealing with extremists and in the section on federal legislation.

The lesson of the civil disorders in California and across the nation in the period following the Federation's last convention made it clear to everyone that the poverty, frustration, bitterness, and despair created by discrimination in the fields of housing, employment, and education must be solved. Until equal opportunity for all becomes a fact rather than a dream, explosions similar to those that have occurred throughout the nation in recent years can be anticipated to continue, as undesirable as they are.

In December, 1966, shortly after the election of Governor Reagan, who promised to support repeal of the Rumford Fair Housing Act if elected, your Federation testified in favor of retaining this fair housing law before the Governor's Commission on the Rumford Act in San Francisco. Your Federation urged the Commission "to give courage to all who would fight bigotry and intolerance" by "standing firm" in support of the open occupancy principle laid down in the fair housing legislation in 1963.

Your Federation pointed out that despite the current violent rhetoric of black

power and of the white backlash, the shortcomings of all responsible groups would be augmented, not reduced, if this state took a backward step by repealing the Rumford Act. Citing shockingly high unemployment rates among Negroes, the lack of low-cost housing to meet the needs of the economically underprivileged and the many years of indifference among almost all segments of society to the plight of this nation's minorities, your Federation pointed out that, combined, they gave rise to the need for fair housing legislation and justify its continuation. Summing up its plea for perpetuation of the Act rather than its repeal or adoption of weakening amendments, the Federation declared that "intelligent men cannot bow to bigotry and intolerance if we are to achieve a great society."

PROP. 14 RULED VOID

The following year, in late May, the United States Supreme Court ruled that Proposition 14, the anti-fair housing initiative approved at the November, 1964 general election, despite the strong opposition of the Federation and others was unconstitutional. In doing so the court upheld the decision rendered by the California Supreme Court in May, 1966. In writing the majority opinion in the Court's decision, Justice Byron R. White stated the U.S. Supreme Court concurred in the State Supreme Court's ruling that Proposition 14 was unconstitutional because it "involves the state in discrimination." Your Federation hailed this decision by the Supreme Court in its weekly newspaper as a triumph of justice over bigotry and intolerance.

Two weeks later, in mid-June, 1967, your Federation gave publicity to the fact that a report prepared by the Assembly Committee on Governmental Efficiency pointed out that real estate operators and others have intensified racial discrimination and that the safeguards and advantages of procedures devised to curb racial discrimination as spelled out in the Rumford Act, are still largely misunderstood. The Federation noted that the Committee's report found that 96 percent of the more than 500 charges of discrimination filed with the state Fair Employment Practices Commission in the four years since enactment of the Rumford Act had involved private builders, real estate operators, and other persons and firms engaged in housing as a business and that only four percent of the charges involved individual home-

owners.

Pointing out that the report charged that California's private homebuilders and land developers have "done much to intensify racial segregation" in the state, your Federation noted that the greatest promise from fair housing legislation such as the Rumford Act was that it "may serve to forestall militant and destructive tactics by minority groups seeking equal treatment."

In February, 1968, your Secretary-Treasurer in addressing the Rotary Club of San Mateo County, pointed out the severity of this nation's urban crisis brought about in large part by discrimination in housing, education, and employment and warned that "what happened last year in Newark and Detroit, and earlier in Watts and many other major cities, shows no signs of declining and may actually increase in intensity unless this nation truly faces up to the challenges facing it."

10-POINT PROGRAM

To tackle the problem of civil rights and jobs in major urban areas, where the crisis is at its worst, your Secretary-Treasurer urged the audience to get behind the AFL-CIO and support the following 10-point program to ease the urban crisis:

1. A massive federal program to create at least one million public service jobs to help ease the 10 to 15 percent jobless rate of adult men and the 40 to 50 percent jobless rate of out of school teenagers in the ghetto areas.

2. A national housing goal of at least 2.5 million new dwelling units a year for the next 10 years supplemented by major efforts to rehabilitate substandard housing.

3. Construction or expansion of mass transit systems.

4. Construction of better schools, hospitals, day-care centers, playgrounds, libraries and other public facilities.

5. Expansion of the Neighborhood Youth Corps to help youths stay in school and provide training for dropouts.

6. Major improvements in public schools to close the gap between privileged and underprivileged school children.

7. Strengthening of manpower training programs, including increases in training allowances and greater emphasis on training for meaningful job opportunities.

8. Restructuring of the public welfare system based solely on the criterion of need and including federal minimum standards.

9. Adoption of a program to ease rural poverty. An increase in the living standards in rural areas would also help reduce the migration of rural Americans to the nation's core cities.

10. Development of an overall economic plan under federal leadership but with state and metropolitan area participation and an inventory of national needs in such fields as housing, public facilities, manpower and services.

Asserting that the AFL-CIO believes that this nation "is big enough and strong enough to wage a war on poverty at home and continue to fight a war in Vietnam," your Secretary-Treasurer said that this "massive agenda" must be met if we are to "build a safer world to live abroad and a better nation to live in at home."

CIVIL RIGHTS BILL OK'D

In April, 1968, following strong support of the 1968 civil rights bill, which included a strong open housing provision and following its final congressional approval, your Federation hailed the bill's passage, in the words of President Johnson, as "a victory for every American." Enactment of this bill represents practically the last step in the fight to insure that, on paper at least, discrimination is a thing of the past.

In addition to pointing out the need to insure equal opportunities for all through the media of the Federation's weekly newspaper on a steady basis throughout the past two years, your Federation has continued to give financial support to and strongly work with the California Committee for Fair Practices. The Committee has served as a coordinating body for labor, minority, and other civil rights groups in the struggle to insure that undesirable legislation is defeated and progressive legislation is enacted at the state level. In continuing to work closely with this Committee in the 1967 and 1968 general sessions of the legislature the Federation also fought for legislation to insure collective bargaining rights for hospital, farm, and other workers and supported programs to stimulate low-cost housing construction in order to aid low-income, minority group families. Your Federation's support in this regard and its strong effort in the 1967 session of the legislature in the fight to thwart repeal or weakening

of the Rumford Act, have been reported separately to all affiliates in the Federation's "1967 Legislative Report."

EXTREMISTS' ACTIVITIES

Shortly after the Federation's 1966 Convention in San Diego, your Secretary-Treasurer warned all Federation affiliates that:

"The right-wingers have already demonstrated that they have plenty of money to spread their venom of racial bigotry and anti-labor attitudes throughout our state—and are using it against the many for the sake of the few.

"If elected, Reagan will arm himself with courts for the right-wing and the rich, schools for the bigoted, and state agencies with policies from the distant past working to discredit the gains we have made in the present."

During the past two years the Reagan administration has repeatedly undertaken actions that suggest that it is intent on converting these grave apprehensions into fact. Since his election, Governor Reagan:

- Chose as his State Labor Commissioner a management representative who has attempted to discourage the submission of wage claims by victimized union workers.

- Attacked the State Supreme Court for barring his attempt to impose illegal cutbacks in the state's Medi-Cal program.

- Pressed for a so-called "judicial merit plan" for selecting judges which opponents have described as an "attempt to pack the judiciary with ultra-conservative judges."

- Spearheaded an assault on the state's educational system, demanding the imposition of tuition charges at the state college and university levels, and repeatedly slashed the University of California's budget to the point of imprudent disregard for the educational needs of our state's youth.

- Repeatedly appointed conservative, pro-business representatives to every major commission, ranging from the Public Utilities Commission to the Unemployment Insurance Appeals Board and has made no bones of the fact that his administration is strictly "pro-business."

Perhaps because the labor movement in virtually all free nations presents the first major obstacle in the path of anti-democratic forces, trade unionists tend to be somewhat more sensitive, somewhat quicker to perceive the reality of

threats to our free institutions than the bulk of our citizenry.

In any event it is pertinent to this section of your Secretary-Treasurer's report to emphasize that during the past decade the vast bulk of extremist activity, both in terms of total circulation and total income, has been concentrated on the radical right.

EXTREMISTS OF THE LEFT

This is not to suggest that extremists on the left can be dismissed as inconsequential.

On the contrary, as was pointed out in a resolution adopted at the national AFL-CIO's convention in December, 1967, the radical left is very much of a threat to our free institutions. It observed:

"Equally dangerous are the extremists of the left" . . . who "infiltrate well-meaning peace organizations, converting debate into disorder and mindless defiance of the law.

"They infiltrate the ghettos and segments of the civil rights movement, transforming the rightful quest for the redress of ancient grievances into violent civil disorders. They have distorted 'black power' into a symbol not of bal-lots but of bullets."

RIGHT WING THREAT

To drive home the anti-union focus of the John Birch Society and other right-wing groups, the California AFL-CIO News, the Federation's weekly publication, has carried a number of stories substantiating this during the past two years. In October 1967, for example, it reported that William Grede, chairman of the Birch Society's executive committee and a past president of the National Association of Manufacturers, had told a cheering Birch audience in Boston that citizens "should cross the street to cross picket lines."

It also reported on a study showing that industrialists with long records of fighting unions dominate the policy-setting John Birch Society Council. Among those in this reactionary group of industrialists are A. G. Heinsohn, Jr., president of Spindale Mills in North Carolina and Cherokee Textile Mills in Tennessee. Heinsohn has thwarted several organizing drives among the workers at this plant and Heinsohn interests have contributed to many right-wing causes including the radio-TV forum of long-time labor foe, Dean Clarence Manion.

Another noted anti-labor member of

the Birch Council is F. Gano Chance, president of the A. B. Chance Company. This company's domination of Centralia, Missouri, has become a classic in sociological studies. It is a subject of a National Educational Television half-hour documentary called "The Right Takes Over."

SENATOR KUCHEL'S VIEW

More than a year and a half ago California's senior U.S. Senator Thomas H. Kuchel, a moderate Republican, recognized the growing juggernaut on the radical right and spoke out forcefully against it. On May 19, 1967, he observed:

"Right-wing groups, to me, are those that advocate such things as repeal of the income tax and junking the United Nations, tearing up the nuclear test ban treaty, and repealing civil rights laws. I have criticized such groups because I believe their dogma would weaken our American society and increase the hazards of a global conflict. They seek to insulate themselves from the rest of the world, but such isolation is unattainable in this nuclear age. I would not be surprised if an exponent of these views would become a candidate in next year's senate race."

We all know what happened at the primary election in June, 1968. But it is pertinent to note that today, less than 30 years after the outbreak of World War II, we are confronted in California with an election pitting a man described as a demagogue against a man who wrote a book 30 years ago warning about the rise of Adolph Hitler.

TWO ASSASSINATIONS

Just within the past six months two great Americans, both fighting valiantly to meet the challenges of our time non-violently and through our democratic processes have become victims of the bullets of assassins. This is extremism.

In commenting on the death of the late Martin Luther King, Jr., your Secretary-Treasurer pointed out that Dr. King was in Memphis "to lend his support to workers seeking union recognition. His wanton murder leaves a tremendous void in the nation. Martin Luther King was a great American. He was a man of peace who had a dream of the brotherhood of all men.

"This belief must not be allowed to perish. He gave his life for freedom and equality. Hopefully, all Americans must now try much harder to make this

a land of true brotherhood for all. Only in this way can we as a people learn anything from yesterday's tragedy."

Only two months later, on June 5, following an assassin's attack on the late Senator Robert F. Kennedy, your Secretary-Treasurer observed:

"It seems apparent at the moment that this despicable act was the work of a deranged fanatic. Fanaticism feeds on the half-truths and distorted reports aired on extremist radio and TV programs and in some newspapers and other printed periodicals throughout our nation today. It can be combatted in part only by an aroused, alert and amply informed citizenry exhibiting the faith and patience that the preservation of the freedoms we enjoy demand. To this end we must all dedicate ourselves right now."

DEMAND FOR CONFORMITY

Yet another suggestion that parallels the extremists' demand for conformity was disclosed in April, 1968, when one of Reagan's appointees, James E. Johnson, State Director of Veterans Affairs, sent a memo to his staff spelling out just what Governor Reagan's so-called "Creative Society" means:

"The Creative Society is a belief, a way of thinking and a state of mind that we must get used to. In order for the Creative Society to flourish all persons in state government must think this way," Johnson's memo said.

In clarifying his point, he explained that the basic idea of the Creative Society philosophy is "to reverse the trend of government taking from independent, private institutions the responsibilities for solving the problems of our society and meeting the needs of our citizens."

This suggests, of course, that it is not the function of government to meet the needs of its citizens and solve the problems of our society—that programs such as social security, unemployment insurance benefits and Medi-Care would have been created by our private institutions if only "the government" would go away.

As we all know, the only trouble with this aspect of the "Creative Society" philosophy is that by and large, lobbyists from a number of institutions in the private sector have balefully opposed practically every bit of social legislation enacted for the general welfare during the past 35 years.

'CUT, SQUEEZE AND TRIM'

Another point of Johnson's memo

echoed Governor Reagan's "cut, squeeze and trim" philosophy when it said:

"There will be no expansion or enrichment of current programs."

In a state that's increasing its population by nearly 500,000 people every year, such a policy could, if followed, compound the state's problems in a fairly short time.

In fact, when you think about Johnson's memo for a moment—its stress on everybody in state government being required to think the same and turning society's problems over to private institutions—it almost sounds like a formula for the creation of a corporate state.

With the critical November, 1968 elections less than two months away, it is pertinent to this segment of your Secretary-Treasurer's report to recall the comments made by Robert Welch in his December, 1966 bulletin to his membership. While claiming that the society took no part in the campaign, Welch said that the society had "chosen California as a state in which to concentrate practically from the beginning" and said that "as a rule about 15 percent of the total field staff we could afford, and hence at least 15 percent of our total membership, has been in California."

Reports in 1966 indicated that the Birch Society's income ranged between \$12 and \$26 million. If the 15 percent factor also applies to the society's financial resources, this means that the Birchers plunked somewhere between \$1.8 million and \$3.9 million into their propagandizing efforts in California during the 1966 election campaign.

As was pointed out in the California AFL-CIO News of December 9, 1966, "it's a fairly safe bet that substantial chunks of this money were used to propagandize against repeal of Section 14(b) of the Taft-Hartley Act, and promote such other extremist ideas as dismantling the United Nations, abolishing the progressive federal income tax, and impeaching Chief Justice Earl Warren."

THE BIRCHERS' BOAST

Moreover, in his December, 1966 report, Welch told his Birch Society membership that the "sharp change in the California political climate during the last few years was due in large part to the untiring educational work of thousands of members of the John Birch Society . . .

"While the labor and contributions of individual Birchers on behalf of Reagan

undoubtedly helped, it was the Birch educational program, carried on steadily for years, especially in Southern California, which had helped so mightily to make a Reagan campaign even possible in the first place," Welch boasted.

As trade unionists, it is important for all of us to understand the nature of this threat clearly. The John Birch Society was organized by Welch just a decade ago. It is, in its own conception, a monolithic totalitarian organization. In fact, pages 158-59 of the Society's Blue Book say:

"The John Birch Society is to be a monolithic body . . . The John Birch Society will operate under complete authoritative control at all levels . . . It is imperative that all the strength we can muster must be subject to smoothly functioning direction from the top . . ."

The Society's 24-man council is dominated by corporate and professional types who have little understanding of either the needs or the rights of most working people.

'FAIRNESS DOCTRINE'

In the light of the obvious proliferation of both right and left wing groups, it is clearly essential for the leadership of all local unions and central bodies to make full use of the Federal Communication Commission's "fairness doctrine."

Your Secretary-Treasurer has repeatedly pointed out that the "fairness doctrine" is not "a charity given by the stations but is an instrument of democracy that has been used by unions, civil rights groups, church organizations and others to bring a reasoned expression of an issue to areas where a substantial degree of censorship by omission has existed.

"The managers of radio and TV stations operate under a government license to use the air waves. The license does not entitle them to propagandize one side of an issue at will and to deny expression to other sides of the same issue. On the contrary, it imposes a responsibility upon the licensee to air all sides."

During the past two years a number of central bodies have made effective use of the fairness doctrine but it seems clear that much greater use of it could and must be made to help curb this insidious and insistent propagandizing by extremists.

In addition, it seems clear that we

must significantly accelerate our efforts to assure more labor representation on local school boards, community councils and other civic agencies and advisory groups.

FEDERAL LEGISLATION

The California Labor Federation has continued its close cooperation with the national AFL-CIO in seeking to further the legislative goals of the AFL-CIO in our nation's capitol. The Federation, when requested, has contacted California's Senators and Congressmen, urging them to either support or oppose federal legislation, as the case may be. The wrap-up of legislative activity by the AFL-CIO is reported annually in the national office's pamphlet, "Labor Looks at Congress."

In addition to contacting California's Congressional delegation, your Federation, depending on the situation and timing, has contacted local central bodies and affiliates in order to secure support for national AFL-CIO legislative efforts.

The following is a rundown of the Federation's activities in regard to federal legislation over the past two years:

Social Security

In April, 1967, your Federation began a campaign to help secure passage of a major increase in social security benefits. At that time the administration's bill was before the House Ways and Means Committee. In a lead story in its weekly newspaper, your Federation pointed out that affiliates and individual union members could strongly help by writing their Congressmen urging them to support HR 5710. In urging Federation affiliates and members to write their Congressmen regarding this important legislation your Federation also urged the circulation of petitions in support of HR 5710 and the development of facsimile petitions to be used for this purpose.

In early December, 1967, your Secretary-Treasurer, also by wire, urged Representative Cecil King, the California member on the Ways and Means Committee of the House of Representatives, to oppose an amendment requested by Governor Reagan that would have rolled back the date on which benefit increases granted by the state would have gone into effect and would have barred more than 300,000 aged and blind public assistance recipients from benefit increases under the Social Security bill. The Governor's amendment would have enabled California alone to refuse to pass along author-

ized federal increases to recipients. Your Secretary-Treasurer pointed out to Congressman King that if the Governor had his way the state's General Fund would pocket some \$34 million of the \$37 million in federal funds this state would receive each year to help the aged, blind and disabled.

Railway Workers

In May, 1967, your Secretary-Treasurer wired California's Congressional delegation and also urged all affiliates to wire, write or phone their Congressmen and Senators to oppose President Johnson's "compulsory arbitration" proposal to terminate the contract dispute involving the railroads and six unions representing over 150,000 railroad workers. Your Secretary-Treasurer's wire to the congressional delegation stated that "we believe that if the public interest is so great as to override the rights of the workers employed by the private railroad companies, then the fairest, least oppressive alternative, if any legislation is to be enacted, is seizure legislation pending negotiation of a settlement."

School Aid Bill

Also in May, 1967, your Secretary-Treasurer at the request of the national AFL-CIO dispatched a letter to California's 38-man Congressional delegation urging them to vigorously oppose a move to weaken the pending Elementary and Secondary Education Act of 1967. The letter stated.

"I strongly urge you to support HR 7819—the Elementary and Secondary Education Act of 1967. This bill continues the popular programs begun in 1965 and thus represents a continuation of one of the great legislative achievements of 1965—the Elementary and Secondary Education Act.

"I also urge you to oppose the substitute bill sponsored by Congressman Quie which would, if enacted, permit states to ignore the national policy of meeting the special needs of the educationally poor and eliminate provisions for such successful programs as the Teachers' Corps and Aid for Children of Migrant Workers."

Your Federation also urged all affiliates to write their Congressmen in support of the administration's school aid bill and to oppose the Quie bill.

Hatch Act Revision

Believing that all employees whether they work in private industry or for gov-

ernment should have the right to be involved in politics to the extent they desire, your Federation for many years has pushed for and given publicity to efforts to increase the political freedom of government employees. In late June, 1967, in response to a request from the national AFL-CIO's Committee on Political Education, your Federation testified before the 12-man Commission on Political Activity of Government Personnel, established by President Johnson with representatives from the U. S. Senate and House of Representatives. The Commission was chaired by Arthur Flemming, former Secretary of Health, Education and Welfare, under President Eisenhower and the current President of the University of Oregon.

In testimony before the Commission in San Francisco, your Federation urged a "major overhaul" of the 28-year-old Hatch Act, the federal law that severely inhibits political activity by government employees at all levels. Your Federation said such an overhaul is vital to protect "the healthy workings of a democracy," and noted that:

"Continued sharp and inequitable restrictions on the political rights of public employees pose a growing threat to the healthy workings of a democracy.

"The situation will worsen if a rapidly growing number of well-educated and articulate members of society continue to be restricted from expressing their views openly and freely, as well as (from) being involved deeply in the political processes that make up American life.

"The narrow, indefensible and irrational restrictions imposed on federal government employees and on a rapidly increasing number of other public employees must be removed to open the way for public employees at all levels of government to engage in free speech, free association and free voluntary participation in the political process."

While allowing that "some restrictions on the political activities of employees at the highest levels of civil service may be necessary," the Federation suggested that Congress should adopt "some approximation" of the British system to permit "the vast majority of civil service employees" to participate freely in political activities.

UNDUE RESTRICTIONS

Specifically, the Federation's statement objected both to the undue restrictions of the Hatch Act itself and to the Civil

Service Commission's interpretations of the Act, which, it said "have further dampened the desire of many government employees to be more intimately involved in the life blood of a democracy—its political system."

Your Federation urged the Commission, which was to submit its recommendations to Congress by January 1, 1968, to clarify the political participation rights of government employees who are union members.

The three basic changes urged by both your Federation and National AFL-CIO call for:

1. Clearer definition of federal jobs whose incumbents influence policy and "should be continued under restrictions—at least with respect to running for federal political jobs."

2. Freedom for all other federal employees to be politically active—to be active in parties—even to run for federal office.

3. Returning to the states and municipalities the right to determine which of their employees should be covered by restrictions on political activities.

Meat Inspection

In September, 1967, in order to help mount strong support for legislation to protect consumers from inadequately inspected and totally uninspected meat products, your Federation sent letters to each of California's representatives in Congress urging them to support a move to substitute a meat inspection bill that would extend federal meat inspection coverage to large, uninspected or state inspected plants, in place of the weak bill approved by the House Agricultural Committee. In terming the Committee-approved bill, HR 12144, "inadequate," your Federation urged strong support for enactment of HR 12145, the Smith-Foley bill, which "would provide good consumer protection because under it, all meat plants with annual sales of more than \$250,000 would be inspected."

Bar Shipbuilding Abroad

Also in September, 1967, your Federation urged California's congressional delegation to vote to retain the Byrnes amendment to the Defense Appropriations Bill, HR 10738, which would prohibit the use of any appropriated funds to build Navy ships in foreign shipyards. This action was in line with a resolution adopted at the Federation's 1966 convention that denounced the Administration's

shipping and shipbuilding policies as "inept." The text of your Secretary's letter stated:

"As you know, the California Labor movement strongly supports the belief that the United States must have a strong Navy and Merchant Marine. It is our understanding that HR 10738, the Defense Appropriations Bill, will be soon again on the floor for vote because not all differences were resolved in the House-Senate Conference.

"This Federation urges you to vote to retain the Byrnes Amendment to HR 10738 which would prohibit any use of appropriated funds to build Navy ships in foreign shipyards."

The following week your Secretary wired California's two U. S. Senators on this matter.

Postal Rate Bill

In mid-October, 1967, your Federation urged California's two U. S. Senators to help correct a discriminatory provision in the House-passed Postage Rate Bill which would jeopardize the existence of a number of California labor publications. In letters to Senators Kuchel and Murphy your Secretary-Treasurer pointed out that provisions of HR 7977 would hike the mailing rates on non-profit second-class mail 60 percent. Noting that this disproportionate increase would apply to the publications of many civic, religious, educational, veterans' and fraternal organizations, as well as the labor publications, your Secretary-Treasurer urged the bill be amended in order to play down this discriminatory, extra large increase.

Appropriations Crisis

In late October, 1967, in response to a request from the national AFL-CIO, your Secretary-Treasurer wrote the California Congressional delegation pointing out the Federation's deep concern over the 238-164 vote of the House of Representatives to impose a spending limit on federal programs which would force cuts of over \$8 billion in this nation's social welfare programs.

Stating that "at this critical time we feel it would be absolute folly to cut-back crucial domestic programs," your Secretary-Treasurer stated the Federation "strongly urges you to oppose cuts in government spending, particularly for programs in the fields of labor, health, education and welfare, anti-poverty, and housing."

Congressional Representation for Washington, D.C.

Also in October, 1967, your Secretary-Treasurer urged the California congressional delegation to support House Joint Resolution 396, which would provide congressional representation for Washington, D. C. In the letter to the congressional delegation your Federation pointed out that it has been commonly recognized by political scientists and others for years that people of the District of Columbia should have representation in Congress and that more people live in Washington, D. C., than in each of our 11 least populated states.

Truth-In-Lending

In October, 1967, your Federation, in a letter to all California Congressmen, urged support of a strong truth-in-lending bill, that would "include disclosure of the true costs of so-called 'revolving credit.'"

In January, 1968, your Secretary-Treasurer wired selected members of the California congressional delegation, at the request of the national AFL-CIO, to urge support of strong amendments to the truth-in-lending bill, HR 11601, to be made shortly by Congresswoman Sullivan. In the wire your Federation noted that particularly important for the protection of consumers is inclusion in the bill of provisions stating the true annual rate of interest charged by revolving credit programs.

Worker Safety Bill

In mid-April, 1968, your Federation wrote the California congressional delegation urging strong support for a meaningful program of worker safety. Pointing out that for years there has been a crying need for Congress to enact a strong program to improve worker safety, the Federation noted that "some 15,000 workers are killed and over two million workers are injured on the job annually. Translated in dollars and cents, this means \$1.5 billion in lost wages and more than \$5 billion in lost production each year." Your Federation then concluded by urging the congressional delegation to support HR 14816 by Congressman O'Hara, which would improve worker safety throughout the United States. This letter was followed by a request in the Federation's weekly newspaper for all affiliates to contact their congressional representatives during the Easter recess regarding this important matter.

Wire Tapping

In mid-May, 1968, in wires to U. S. Senators Kuchel and Murphy, your Secretary-Treasurer urged that those provisions of S. 928 be substituted for Title 3 of the so-called Omnibus Crime Control and Safe Streets Act, S. 917, in order that wire-tapping provisions of the proposed bill be sharply limited. The Federation telegram pointed out that S. 928 would prohibit wire-tapping and other means of electronic surveillance except in cases involving national security and this was much more desirable than the current bill.

Meat-ax Budget Cuts

Also in May, 1968, your Secretary-Treasurer wired California's congressional delegation urging it to vigorously oppose the "meat-ax" slashes in the federal budget called for by a House-Senate conference report on the excise tax bill. Your Secretary-Treasurer's telegram stated:

"The California AFL-CIO is totally opposed to any wholesale, meat-ax cutting of the federal budget. This nation is in the midst of an urban crisis and programs to ameliorate this crisis require greater appropriations, not slashes. We strongly support a fair and equitable temporary tax increase but oppose totally the proposed wholesale budget slashes. We urge you to defeat the conference report on the excise tax bill which will soon be on the House floor."

When this effort appeared lost on the House floor, your Federation followed up with a second telegram to the congressional delegation urging California's Representatives to support an amendment by Congressman Burke that would limit budget slashes to \$4 billion rather than \$6 billion. The telegram said, "the California Labor Federation, AFL-CIO, urges you to vote yes on May 29 for Burke's motion to limit budget slash in tax conference report to \$4 billion. Federation recognizes need for tax hike to curb inflation and soaring interest rates but more drastic cuts in key education, poverty, health and welfare programs would jeopardize health and hopes of millions and compound state's economic problems."

Gun Control

Following the assassination of Senator Robert Kennedy in Los Angeles, and at the request of the national AFL-CIO, in late June your Federation sent a letter

to the entire California congressional delegation urging it to support immediate approval by Congress of tough gun control legislation. The Federation's letter to the congressional delegation said in part that "surely all must agree that it is absurd that a citizen must register to get a pill, but can now buy a gun anywhere and pass it on to anyone."

"A tough gun law will do more to make our streets safe than just about any other action."

"The California AFL-CIO strongly believes that the Congress must enact, without delay, strong, meaningful gun control legislation."

"The tragic assassination of Senator Kennedy has again dramatized the need for such legislation."

The Federation, in its letter to the delegation, specifically called for legislation that would prohibit the interstate shipment of rifles, shotguns, revolvers and their ammunition; provide for the registration of all guns in private possession; and ban the sale of guns and ammunition to all persons convicted of major crimes, drug addicts and the mentally unstable.

Food Stamp Legislation

In early July, 1968, your Federation again contacted California's 38-man congressional delegation, to urge support for an amendment to the Food Stamp Bill to provide adequate funds for the program and also bar efforts to prohibit the granting of stamps to workers on strike or involved in labor disputes or work stoppages. Your Secretary's telegram stated that, "Understand HR 18249, the Food Stamp Bill, will soon be on House floor. The present bill is unsatisfactory because it provides limited funding and is not responsive to family need. Strongly urge you to support on House floor substitute amendment by Congresswoman Sullivan which will provide adequate funding and allow stamps on the basis of need."

Shipbuilding

In mid-July, your Secretary-Treasurer wired California's two Senators urging them to support HR 163 which would help strengthen this nation's maritime industry, because it would prevent the use of ships which are built, rebuilt or formerly documented abroad from being allowed to carry military cargo, and make ships rebuilt in the United States but with major components of hull or su-

perstructure which are built abroad ineligible to carry cargo preferences cargoes.

WATER DEVELOPMENTS

The past two years have witnessed continued Federation efforts to press for enforcement of the anti-monopoly provisions of federal reclamation law. Working closely with the national AFL-CIO's Legislative and Research Departments, your Federation has continued to combat the efforts of large landholders and other groups who continually try to subvert the purpose and meaning of federal reclamation law.

In January, 1967, our Federation testified before the President's National Advisory Commission on Rural Poverty in Tucson, Arizona, and warned that at present "federal reclamation programs are tending to be just another large federal subsidy to corporate farmers and absentee investors," and that "as presently administered, federal reclamation programs tend to perpetuate rural poverty."

"One of the most meaningful ways to attack rural poverty in California would be to rapidly break up the approximately 900,000 acres of federally financed irrigated land presently held in violation of reclamation law," your Federation testified.

"This land could be subdivided and then settled by family farmers if aided by low-interest federal credit programs. A particularly beneficial result . . . would be establishment of small farm communities and the subsequent growth of jobs for building tradesmen, service employees, retail sales personnel and others."

FED'S RECOMMENDATIONS

Pointing out that the same special interest groups which benefit from the non-enforcement of reclamation law continue to drive small farmers out of business, the Federation urged the Commission to recommend:

1. That U.S. reclamation law be amended to bar any appropriations for reclamation projects until all excess landowners within the project area have signed recordable contracts to sell off their excess holdings (holdings exceeding 160 acres for an individual; 320 acres for man and wife).

2. That a new revolving fund be set up in the U.S. Treasury to facilitate federal purchase of excess land at pre-pro-

ject prices and its later sale to family farmers.

3. That the Department of Interior be required to develop plans to dispose of excess lands in a manner that encourages family farming whenever a reclamation project is proposed.

A year later, the Commission's final report to the President, echoing the Federation's testimony, stated that federal reclamation law was not being properly enforced.

Also in January, 1967, in an action long urged by the Federation and the national AFL-CIO, the U.S. Attorney's office in San Diego brought suit in federal District Court in San Diego against large landowners in the Imperial Valley. The suit was aimed at preventing the bulk of the benefits from publicly financed federal reclamation projects from continuing to fall into the hands of a small number of large landholders, recognizing that the basic principle of federal reclamation law, which dates back to 1902, is that the fruits of projects paid for by public funds should benefit the public at large as much as possible and not be funneled into the hands of large landowners and land speculators.

ATTACK ON 160-ACRE LIMIT

Soon after assuming office, Governor Reagan attacked federal reclamation law as archaic and economically unsound and appointed a Task Force of five leading pro-large-landholder attorneys and engineers, to make a report on ways of amending the law. Following the announcement of the Task Force, the Governor stated he would seek "modifications" in the nation's historic 160-acre limit provision in federal reclamation law.

The Task Force, in its report, proposed to subvert the law by increasing the acreage limitation from 160 to 640 acres and offering California's huge farming corporations the alternative of making "supplemental payments equivalent to an interest factor on the construction cost of the federal project" that would entitle them to "receive water without restriction." This, of course, would violate both the spirit and letter of the law because it would abandon the principle that the public in general should benefit as much as possible from projects built with tax dollars.

Reagan's Task Force also contended that federal reclamation law was archaic because "farm sizes in California re-

quired for efficient operation range from 600 to more than 1,000 acres." Thus, like other opponents of the 160-acre limitation, the Task Force attempted to confuse the issue by talking about farm size rather than efficient operation. However, the law's 160-acre limitation applies to ownership, not use, and there is nothing to prevent large-scale corporate farms from leasing any additional acreage they want, nor for smaller growers to combine in cooperatives or other joint ventures in order to maximize the use of modern farm equipment and machinery.

REPORT REFUTED

In March, 1968, your Federation expressed its views on Governor Reagan's Task Force report to the State Board of Agriculture. In a letter to Allen Grant, President of the State Board of Agriculture, your Secretary-Treasurer pointed out that "the main justifications for undertaking federal reclamation projects have not changed," and that "not surprisingly the Task Force report makes no mention of the desirability of promoting and strengthening family farming in California."

Your Secretary-Treasurer's lengthy critique of Reagan's Task Force report on acreage limitation, backed up by exhaustive Federation research on the subject, going back for many years, in a point by point analysis went on to state that:

"... those drafting the task force report as well as other opponents of the 160-acre limitation 'conveniently and consistently overlook the fact that present federal reclamation law in no way prevents the efficient use of modern farm machinery and other farming methods.

"The 160-acre limitation restricts individual land ownership eligible to receive federally subsidized water. It does not restrict either the scale or use of modern farming methods. Ownership, not scale of operations, is limited in keeping with the reclamation law's aim of preventing land monopoly and speculation."

CHARGE BACKED UP

To back up the charge that the Task Force report made "little attempt to be objective," your Secretary-Treasurer pointed out that while it quoted studies by some agricultural economists that indicated that the most efficient economic unit in agriculture exceeds 160 acres, it made no mention of other studies that

indicate that farms of 60 or 100 acres may be ample in such crops as peaches, grapes, strawberries or sugar beets.

For example, a 1963 study by Professors Gerald W. Dean and Harold O. Carter of the Division of Agricultural Sciences at the University of California at Davis reported:

"Under present production practices on cling peach farms, when resources are used to capacity, costs per ton decline as farm size expands up to about 60 acres, then are essentially constant for larger farms."

In emphasizing the importance of the yield per acre, the same report found that "cling peach orchards with low yields showed losses for the entire range of peach prices and orchard sizes considered.

"On the other hand, orchards of only 20 acres showed profit with high yields," the report said.

Another report by Professor J. Edwin Faris found that:

"Factors such as uncertainty, managerial ability, and the tax structure may be much more important in determining whether or not a farm operator should increase the size of his farming operation than economies associated with size."

Your Secretary-Treasurer stated, "The deification of what is, in the economic sense, 'efficient,' runs counter to the purposes and goals of public policy in a democracy. A free society should measure its accomplishments and goals on a much broader scale—whether the public interest is being served."

POSITIVE AMENDMENTS URGED

Noting that the purpose of federal reclamation law and the State Board of Agriculture "is to serve the public interest—not the interests of a few large landholders," your Federation urged the Board to reject the conclusions and recommendations of the Governor's Task Force and adopt, instead, policy statements calling for the amendment of a federal reclamation law:

1. To provide that no money should be appropriated for any reclamation project until all excess landholders within the project area have signed recordable contracts to sell off their holdings greater than the acreage provided by law (160 acres for an individual; 320 for a man and wife).

2. To set up within the U. S. Treasury a new and separate revolving fund to be used by the federal government to pur-

chase excess land at pre-project prices and later dispose of such lands to family farmers.

"The 160-acre limitation is neither outmoded nor unworkable," the Federation declared, adding that the best way to serve the public interest "is to maintain the 160-acre limit."

To further repudiate the Task Force report's claim that the 160-acre limit was "outmoded" or "anachronistic," your Secretary-Treasurer cited a statement by the present solicitor of the U. S. Department of Interior, Frank J. Barry. Barry said:

"... The resolve of Congress, as a matter of deliberate policy (was) to prescribe by statute measures aimed specifically at the early breakup of pre-existing large holdings. . . . As the excess land provisions have evolved from 1902 to the present, the purpose of Congress has been consistent. The changes that have been made have been the means to accomplish the end, never to change the fundamental purpose. As the law has evolved the Congress sought not to weaken but to strengthen; not to open loopholes but to close them; not to encourage speculation but to stop it. . . . Time and again the purpose of the (original) bill was declared to be to provide homes in the arid lands of the West and to prevent land monopoly and speculation."

Thus, your Federation has continued to strongly support maintenance of federal reclamation law.

ACTION BY OTHERS

In addition, the values of this law as a planning tool is now being recognized by more and more groups. For example, the Sierra Club, a nationwide conservation organization, recently adopted a resolution supporting the 160-acre limitation. The Executive Council of the Sierra Club in March, 1968, said: "The Sierra Club supports the federal purchase of excess lands (over 160-acres limitation) under the 1902 Reclamation Act with the understanding that land so purchased would be sold or leased under open-space regulations."

Also, at the December, 1967, Seventh Constitutional Convention of the national AFL-CIO, a strong statement reflecting the views of your Federation was adopted covering federal protections against monopoly in the natural resources field. A portion of the resolution stated:

"We continue to deplore lack of enforcement by the Secretary of Interior

of the excess land provisions of federal reclamation law.

"The Reclamation Act should be amended to provide that no money be appropriated by a Bureau of Reclamation Water Delivery System until all excess landowners sign recordable contracts agreeing to sell off their excess holdings.

"Such divested land should be acquired by the Secretary of the Interior at dry-land prices in order to bring its settlement within financial reach of small farmers, who would be aided in establishing thriving family-size farm communities by low-interest federal loans, other credit programs, technical and managerial services."

INADEQUATE ENFORCEMENT

Besides working closely with the staff of the national AFL-CIO on this matter and working in close concert with interested educators and conservationist organizations, your Federation has continually sought to turn the spotlight of national attention on the abuses existing because of the U. S. Department of Interior's inadequate enforcement of the law. In this regard, your Secretary-Treasurer in May, 1968, wrote to Senator Gaylord Nelson of Wisconsin, Chairman of the Monopoly Subcommittee of the U. S. Senate Select Committee on Small Business and urged the Senate Subcommittee to come to California and hold public hearings on the lack of enforcement of the law. Your Secretary-Treasurer's letter to Senator Nelson stated:

"It is my understanding that the Monopoly Subcommittee of the Senate Select Committee on Small Business, which you chair, has scheduled a hearing in Nebraska and perhaps elsewhere in the mid-West on the future of the family farm. I would like to urge you to hold a similar hearing in California, if possible.

"As you know, the California AFL-CIO has long supported the family farm. Yet, despite its many supporters, the future of the family farm, under present policies, is, to understate the obvious, cloudy. Nowhere is this more true than in California. Here the large growers and some of their allies in the agribusiness community, are forcing more and more family farmers out of business.

"Many of us feel that this movement is helped along by inadequate enforcement of the 160-acre limitation of federal reclamation law. As you know, millions of dollars are being spent in California in the Westlands Water Project, for example, to turn arid lands into high-yield

acreage. If federal reclamation law were applied as intended, this land could support family farms. We urge you to give most serious consideration to holding a hearing in California on the future of the family farm. Besides ourselves, I am sure there are numerous other groups who would welcome the opportunity to testify."

As of this writing, it remains unclear whether Senator Nelson's Subcommittee will hold a hearing on violations of federal reclamation law and related matters in California.

EDUCATION

The two years following the last convention have seen widespread, intensive activity by your Federation on a wide range of educational matters.

In addition to conducting a summer school for affiliates in 1967 and expanding the Federation's large scholarship program, your Federation has conducted and co-sponsored conferences on subjects of major concern to union members, has been active in the textbook field, has worked closely with the Labor Education Centers at the University of California, Berkeley and Los Angeles, and has been deeply involved in the struggle against imposition of tuition at the University of California and the state colleges.

Textbooks

Your Federation has also been active in a continuing effort to insure that the labor movement gets fairer treatment in textbooks adopted for use in elementary and secondary schools.

In this regard, action to bring about fairer treatment of the role of organized labor in textbooks and support for uniform textbook adoption was spelled out by your Federation in October, 1966, when it testified before the Assembly Education Committee. While noting that "significant progress has been made" during the past two years in grade school social science textbooks through the co-operative program of the Federation and the California Curriculum Commission, your Secretary-Treasurer emphasized that the program "needs to be extended to all grade levels."

The Federation voiced support for uniform textbook adoption, noting that such uniformity was desirable not only because it would result in an estimated 30 percent savings in textbooks costs, and facili-

tate continuity of study by the thousands of pupils who move from one school district to another during a school year, but also because it would minimize the impact of economic and political pressures exerted on local school boards by extremist groups promoting biased textbooks.

TREATMENT IN TEXTBOOKS

Regarding the more adequate treatment of the labor movement in textbooks, your Federation called for:

1. A more adequate portrayal of the history and development of organized labor.
2. Recognition of the historic role organized labor has played in helping develop the nation's free public schools.
3. More thorough and factual coverage of such areas as labor management relations, labor legislation, and collective bargaining.
4. Better coverage of such basic social insurance programs as unemployment insurance, disability insurance, and workmen's compensation.
5. Some introductory material on labor law.
6. More recognition of the fact that about 80 percent of all pupils in public schools enter the labor market as wage earners or small businessmen.
7. Presentation of basic economic concepts in textbooks.
8. Presentation of labor's role in international affairs.
9. Better coverage of organized labor's contributions to social welfare legislation and its contributions to the nation's health through negotiation of health and welfare programs.
10. More adequate definition of the terms involved in labor-management relations.

The following month, in November, 1966, your Secretary-Treasurer followed up this action by continuing to stress, in an address to hundreds of educators participating in the annual convention of the California Association of Supervision and Curriculum Development in San Francisco, that far too many school textbooks either accentuate the negative about organized labor or omit any reference to the labor movement's contribution to the nation's development.

ANALYSIS PRESENTED

In a point-by-point analysis of the weaknesses existing in the overwhelm-

ing majority of school textbooks that supposedly deal with the history of this nation and cover the field of economics, your Secretary-Treasurer stated:

"Ninety-eight percent of all labor-management contracts run their course without work stoppage of any kind" and that "during the 1960's time lost by strikes has averaged less than one-half of one percent of the total time worked in a year."

Your Secretary-Treasurer noted that a review of hundreds of primary and secondary school texts by the staff of the California Labor Federation, AFL-CIO, during the last few years has failed to turn up a single reference to these significant, positive facts.

Instead, the term "labor union" most commonly appears "only in juxtaposition with such words as 'violence,' 'strike,' 'anger,' 'vicious,' and 'bitter.'"

"One textbook used the phrase 'labor union' seven times. The word 'bitter' occurred in juxtaposition six times. One may reasonably assume that it was omitted the seventh time only through the author's oversight," the Federation observed.

SOME PROGRESS MADE

While emphasizing that significant progress has been made during the past two years in expanding and improving sections dealing with the labor movement in primary and secondary school textbooks through a cooperative program in which the Federation has worked closely with the State Curriculum Commission, your Secretary-Treasurer indicated that much more still remains to be done.

Some of the textbooks reviewed—"textbooks purporting to be histories of our state and nation," he pointed out, "spoke of our 'industrial society' but . . . did not contain a single use of such words and phrases as 'labor,' 'labor union,' 'trade union,' and notably 'AFL-CIO.'"

In short, although there are nearly two million trade union members in California and although American industry is largely a trade union industry, trade unionists "just do not exist" so far as certain textbooks are concerned.

The Federation also pointed out that a number of "current" social science textbooks carry the labor movement's development up to only 1924 to 1936, and that none of them came near matching the recency of their coverage of the

labor movement with "the recency of their own publication date."

A study of 33 of the most frequently used textbooks used in 46 high school districts found that:

"The Wagner Act of 1935 was . . . adequately treated in only about one-half."

"The Fair Labor Standards Act of 1938 was covered adequately in only 10 of the 15 most popular U. S. government and American problems books and in only seven of the 18 most popular U. S. history books."

"The Taft-Hartley Act of 1947 was described adequately by only eight of the 18 history texts, and by only eight of the 15 U. S. government and American problems texts."

Moreover, 20 of these 33 textbooks "avoided any mention whatsoever" of Section 14(b) of the Taft-Hartley Act, the section that licenses so-called "right-to-work" laws.

Tuition Controversy

Your Federation has actively opposed imposition of tuition since early in 1967 when the suggestion was first made. In late January, 1967, in an open letter to the University of California's Board of Regents your Secretary-Treasurer pointed out that, "organized labor in California is unalterably opposed to proposals to impose tuition charges on state college and university students." Pointing out that a great deal of heat but little light had been shed on the tuition controversy in the first few weeks of the Reagan administration, your Secretary-Treasurer specifically emphasized that:

1. The imposition of tuition would hit families earning less than \$10,000 a year hardest and thus maximize rather than minimize economic discrimination in higher education.

2. That the percentage of revenue that could be raised by imposing tuition could be better raised by increasing the charges for many other services the University presently supplies either free or at nominal cost to agriculture and industry.

3. That tuition would have an adverse effect on the so-called "brain gain" that the university's present fee policies have won for California.

4. That no state growing at a rate of more than a half million residents a year can afford to cut its educational budget 10 percent below the budget of

the previous fiscal year without abandoning its responsibility to provide high quality educational opportunities at low cost to youth.

5. That imposition of tuition would destroy high quality, free education at low cost, in existence since 1868.

6. That the University of California has been recognized as America's greatest public university but that the furor over tuition greatly jeopardizes this position.

7. That the root cause of the state's revenue problem is that the California tax structure is far too regressive and that the way to solve this problem was not through imposition of tuition but through basic tax reform.

In August, 1967, as the tuition controversy continued to boil, your Secretary-Treasurer noted that the "imposition of tuition at the University of California would be a penny-wise, pound-foolish gesture that would cost the citizens of the state far more than they seem to suspect."

Your Secretary-Treasurer went on to note that by the Governor's own estimates a \$250 a year tuition fee would raise only \$26 million and that the Governor had proposed that \$13 million of this money be used to aid needy students. The Federation said California citizens, union and non-union alike, should ask themselves at what cost would this \$13 million in additional revenue be obtained?

DISADVANTAGES OF TUITION

The Federation noted that it could be obtained at the cost of a sharp diminution in the attractiveness of California to new industry; it could be obtained at the cost of subjecting low-income students and their families to discriminatory and degrading means tests; it could be obtained at the cost of a shrinkage in the research and development contracts awarded to California firms; and it could be obtained at the incalculable cost of the loss of the full potential contribution that thousands of students of low-income families could make to California society.

Instead, the Federation suggested, "the Board of Regents might well consider requiring the state's \$4 billion agribusiness community to pay for its own research program instead of allocating \$19 million in state tax funds to do the job for the corporate farmers."

The following month your Secretary-

Treasurer made many of the same observations in a letter to Theodore R. Meyer, Chairman of the Board of Regents of the University of California. At this time the suggestion had been made that tuition be charged but that the name be changed to "student fees."

Your Federation pointed out that raising the charges of students attending the University of California was "simply tuition by another name," and any increase in fees would clearly raise a barrier to thousands of potential students from low-income families.

In October, 1967, your Federation again made its strong opposition to tuition known in testimony before the state's Joint Committee on Higher Education in San Francisco. Your Federation pointed out that the existing fees at the University of California already created economic discrimination against students from families earning less than \$10,000 a year and any further increase would simply compound this problem. In a detailed statement the Federation pointed out, in summary, that tuition would help no one while doing serious damage to the state's employment outlook and would increase social problems.

In January, 1968, when the Regents of the University of California were set to adopt an increase in "student fees" of \$156 a year, your Federation, in a letter to the Board, again urged them to reject any increase in student fees. The Federation again pointed out why imposition of tuition, or an increase in student fees of the nature contemplated, would be a disservice to Californians.

Unfortunately, in the end, the Board of Regents did vote to increase student fees by a little over \$150 a year; however, no increase, to date, has occurred in student fees at the state colleges. A major reason why this has not occurred at the state colleges and why the increase in "fees" at the University of California was only about half that originally proposed, was the strong work of the state's labor movement, educators, and concerned citizens from all walks of life who, throughout 1967 and early 1968, continued to strongly oppose at every possible opportunity the Governor's proposals.

Labor Centers

During the same period the Federation was also active in fighting to ease cuts in the University of California budget for labor programs. In August, 1967,

after Governor Reagan "blue penciled" some \$3 million in the University of California's research budget, your Federation appealed directly to University of California officials to reduce the disproportionate 25 percent slice in the budget for its Institute of Industrial Relations at Berkeley and a similar severe cut at the Institute at UCLA and pledged the Federation's full support to the University's efforts to restore the budget cuts made by the Governor.

The slash, which would have required a 30 percent cutback in the efforts to set up University programs to serve the needs of the state's working people, was compounded by legislative action taken at the behest of the state's agribusiness interests restricting cuts in the agricultural research budget, which already consumed 60 percent of the University's total research budget, to less than four percent. This meant that other U.C. research-oriented programs, such as the Labor Centers, which were set up only a few years ago after years of Federation effort in order to correct the lopsided use of the University's resources by managerial and agribusiness interests, suffered most seriously.

LETTER TO CHANCELLOR

Your Secretary-Treasurer's letter to Chancellor Heyns of the University of California's Berkeley campus, which was similar to a letter sent to Chancellor Murphy of the UCLA campus said:

"I am writing you because of the California labor movement's deep concern over the severe cuts made in the budgets of the Institutes of Industrial Relations at the University of California, Berkeley, and the University of California, Los Angeles. For many years the California Labor Federation sought the creation in these Institutes of specialized centers providing services to the labor movement. The Centers for Labor Research and Education now exist at both these campuses. Yet their funding is insignificant when compared with the \$33 million organized research budget of the University.

"The sharp organized research budget cut and the general unwillingness of the present administration to recognize the need for continued growth of the University in all important areas are matters of grave concern to the labor movement. In this regard, we recognize that with the legislature, in effect, cutting agricultural research—which makes up three-fifths of all Uni-

versity organized research—by less than four percent, coupled with the Governor's cut of \$3 million, the problem of apportioning major reductions among the various non-agricultural institutes conducting organized research is difficult.

"Nonetheless, this office and the labor members of the Statewide Joint Labor-University Committee believe it is unfair and undesirable to cut the budget of the Institute of Industrial Relations at Berkeley by 25 percent. Its programs are of great importance not only to this state's nearly two million union members, but to the total economy. Moreover, the Institute's programs in the labor field are fledgling efforts that only represent a belated recognition of the importance of labor research and education to our state. On top of this, a cut of 25 percent makes inoperative the 1964 commitments of the University to greatly expand labor education programs.

"While I recognize that restoring a major part of the cuts is easier said than done, particularly since each research group has its supporters, the cuts planned for the Institutes would drastically curtail new programs which are filling a major need long unmet in California. Accordingly, the Federation urges you to reduce the sharp cut made in the budget of the Institute.

"I will be happy to meet with you regarding this matter. Also, the California Labor Federation, as in the past, will strongly support the University's efforts to restore the budget cuts made by the Governor. . . ."

Subsequently, your Secretary-Treasurer met personally with Chancellor Heyns and an upshot of this meeting was that a major portion of the Labor Center's budget was restored for the fiscal year, 1967-1968.

RESEARCH CUTS OPPOSED

In March, 1968, your Federation strongly opposed perpetuation of discriminatory cuts in the University's organized research budget in the coming fiscal year in a sharp letter to President Charles Hitch of the University.

After learning that University of California administrators, independent of the legislature, were planning, in the fiscal year beginning July 1, 1968, to cut the non-agricultural research budget more sharply than the agricultural research budget, your Secretary-Treasurer urged

the University administration to allocate "any reduced budget for organized research" without favoring the agricultural industry.

Your Secretary-Treasurer went on to note that it was the Federation's understanding that last year's legislative action was not binding on the University for the coming fiscal year and that it would be "extremely bad administrative policy to allow a one-year crisis situation to establish a precedent to be slavishly followed in subsequent years."

Despite your Federation's efforts, however, the University administration, responding to pressures by the agribusiness lobby, did restrict for the fiscal year commencing July 1, 1968, the organized research budget of the Labor Centers to a level far below that necessary for the centers to do an adequate job.

The Statewide Joint University Labor Committee, which consists of labor representatives and university officials and was created in 1964 to act in an advisory capacity to the University regarding the operation of the Labor Centers, has continued to function over the past two years. Throughout 1967 the Committee largely concerned itself with the cuts in the budgets of the centers. This concern led to the actions reported above by your Secretary-Treasurer that resulted in a major restoration of the cuts in the 1967-1968 fiscal year. In addition, the Statewide Joint University Labor Committee has reviewed and made recommendations regarding many of the problems of the Labor Centers at the University of California's Berkeley and Los Angeles campuses.

Summer School

In Summer 1967 your Federation held another week-long summer school at the University of California's Berkeley campus. This was the third such school scheduled by the Federation in three years; the previous two were in 1965 and 1966.

The summer school was highlighted by an address by Leon Keyserling, nationally known economist and former Chairman of the Council of Economic Advisors under President Truman. He spoke at the Monday morning session on public spending and social needs and took part in the panel discussion later in the day.

In addition to Keyserling's presentation, other sessions at the week-long school discussed Medicare, labor's role in the war on poverty, taxation at the

federal and state levels, labor education programs, the problems facing higher education in California and the labor movement's role in politics.

In the morning sessions outside speakers and guest panelists discussed these matters. During the afternoon workshop session the trade unionists in attendance broke up into smaller groups and informally discussed these various subjects.

The 1967 summer school was open to any union member desiring to attend, although the program was primarily designed for members of the smaller international and national unions, district councils and local councils that could not provide such programs for themselves. The planning and programming for the school was developed in cooperation with the national AFL-CIO's Department of Education and with the Centers for Labor Research and Education of the University of California, Berkeley and Los Angeles. All participants at the 1967 school were given certificates of completion indicating they had been actively engaged in the program for the week.

Following the 1967 summer school an extensive review of the Federation's week-long summer school program was made by the Executive Council's Standing Committee on Education in view of the lack of enough attendance at the 1966 and 1967 schools to warrant continuation of week-long sessions. It was found that there had been an increase in the number of week-long educational conferences sponsored by national and international unions. Many representatives of affiliates also indicated the difficulty in being away from their offices for a full week and stated their preference for one or two day seminars. Accordingly, for these reasons and because two scheduled conventions of the California Labor Council on Political Education, as well as the biennial Federation convention were scheduled for 1968, it was decided not to hold another summer school.

Scholarship Program

Over the past two years, with the strong support and cooperation of participating affiliates, local labor officials and high school and university authorities, the Federation's annual scholarship program has grown substantially in terms of participation and the number of scholarships offered.

In the 17th annual competition in 1967,

17 \$500 scholarship awards were offered and over 1,500 high school seniors applied to take the examination. Fourteen of the 17 awards in 1967 were sponsored by the following affiliates:

Butcher's Local 120, Oakland; Butcher's Local 498, Sacramento; Carpenters Ladies Auxiliary, California State Council; California Legislative Board of the Brotherhood of Railroad Trainmen; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; California State Council of Lathers—Lloyd A. Mashburn Memorial Scholarship; California State Council of Retail Clerks—Warren G. "Pop" DeSepte Award; Communications Workers of America, Bay Area Council—William G. Gruwell Scholarship; Federated Fire Fighters of California; Los Angeles Building and Construction Trades Council; Los Angeles County District Council of Carpenters; Studio Utility Employees, Local 724, Hollywood—Henry C. Rohrbach Memorial Scholarship; and the Western Federation of Butchers.

The other three scholarships were sponsored by your Federation.

WINNERS IN 1967

The 17 award winners in 1967 were: Kate Adams, San Dominico School for Girls, San Anselmo; Jeffrey Berg, Thousand Oaks High School, Thousand Oaks (Ventura County); Elaine Black, Capuchino High School, Millbrae; Susan Brown, Downey High School, Downey; Ingrid Bruton, Mercy High School, San Francisco; Timothy Chang, South High School, Torrance; Tom Goodue, Garden Grove High, Garden Grove; Janice Honnaker, Morningside High School, Inglewood; Reinier Kraakman, Santa Monica High School, Santa Monica; Merlyn Latham, Mira Costa High School, Manhattan Beach; Jacqueline Londhair, Grossmont High School, Grossmont (San Diego County); Gary Mader, Fairfax High School, Los Angeles; Ronald Marengo, El Cerrito High School, El Cerrito; Woodruff Minor, Alameda High School, Alameda; Patricia Pavone, Hillsdale High School, San Mateo; David Tayce, Granada Hills High School, Northridge; and Irene Van Tassel, Hanford High School, Hanford.

This year the number of scholarship awards sponsored by affiliates rose sharply, with Federation affiliates sponsoring 18 out of the 21 \$500 awards offered. Over 1,500 students again applied to take the examination.

In 1968's competition, in addition to the three scholarships sponsored by the Federation, the following organizations sponsored scholarships:

Butchers Local 120, Oakland; Butchers Local 498, Sacramento; Carpenters Ladies Auxiliary, California State Council; California Legislative Board of the Brotherhood of Railroad Trainmen; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; California State Council of Lathers—Lloyd A. Mashburn, Memorial Scholarship; California State Council of Retail Clerks—Warren G. "Pop" DeSepte Award; Cannery Workers Union of the Pacific—James Waugh Memorial Scholarship; Communications Workers of America, Bay Area Council—William G. Gruwell Scholarship; Communications Workers of America, Southern California Council—George W. Gorman Memorial Scholarship; Federated Fire Fighters of California; Los Angeles Building and Construction Trades Council; Los Angeles District Council of Carpenters; Los Angeles District Council of Painters No. 36—Roderick MacKenzie Scholarship Award; Studio Utility Employees, Local 724, Hollywood—Henry C. Rohrbach Memorial Scholarship; UAW Local 148, Lakewood—Alex Groulx Scholarship Award; and Western Federation of Butchers.

The Federation's scholarship competition, as spelled out in the rules of the program, is open to all seniors in public and private high schools in the state and the winners may apply their awards to any accredited college or university they choose. There are no restrictions placed on their future course of study.

21 WINNERS IN 1968

The 21 winners in 1968 were:

Mitchell E. Abbott, Tahoe-Truckee High School, Kings Beach; Brian Scott Bentley, Mira Costa High School, Manhattan Beach; Carolyn Darlene Carrasco, Shafter High School, Shafter (Kern County); Kevin Collins, Pleasant Hill High School, Lafayette; Ellen Delany, Presentation High School, San Francisco; Judith Ann Fitzgerald, Academy of Our Lady of Peace, San Diego; Robert John Gonella, Sacred Heart High School, San Francisco; Philip Hagopian, Madera High School, Madera; Stephen Lee Hartsell, James Lick High School, San Jose; Karl Michael Keating, Robert A. Millikan High School, Long Beach; Michael John King, Alemany High School, Mission

Hills (Los Angeles County), Northridge; Timothy W. Lutzweit, Fremont High School, Sunnyvale; Delores Ann McKinnon, Hillsdale High School, San Mateo; Keith Mobbs, Balboa High School, San Francisco; Mason J. Sacks, Campbell High School, San Jose; Howard Sagaser, Avenal High School, Avenal; Fred J. Santana, Jr., Bellarmine College Preparatory School, Sunnyvale; Janet Scheuerman, Alverno Heights Academy, Pasadena; Alan Conway Sonne, Cubberly Senior High School, Palo Alto; Marsha F. Wechsler, El Cerrito High School, Kensington; and Alice Leone Williams, San Domenico School, San Anselmo, San Rafael.

In addition, in 1968, your Federation awarded "Honorable Mention" certificates to an additional 29 students (making a grand total of 50). Receiving these certificates were the following students:

Joe Daniel Applegate, Mira Costa High School, Manhattan Beach; Diane Sandra Arroyo, Presentation High School, Berkeley; Lloyd W. Aubry, Aragon High School, San Mateo; Sidney Lee Beaty, Robert A. Millikan High School, Long Beach; James M. Behnke, Crescenta Valley High School, La Crescenta; Kevin John Burke, Anaheim High School, Anaheim; Mark Caughey, Willow Glen High School, San Jose; Margaret E. Crockett, Chester F. Awalt High School, Mountain View; Mary C. Cunningham, Mercy High School, San Francisco; Gary Steven Dettmer, Alameda High School, Alameda; Betty Lynn Gleason, San Geronio High School, San Bernardino; Robert M. Heiligman, U.S. Grant High School, Van Nuys; Margaret M. Johnson, Alemany High School, Granada Hills; John Lafferty, Riordon High School, San Francisco; Stephen Lew, Amos A. Staff High School, Stockton; Glenn P. McKinley, San Geronio High School, San Bernardino; Ronald J. Mucovich, Oakland High School, Oakland; Carleen Niesing, Fortuna High School, Fortuna; Cathy O'Donnell, St. Rose Academy, San Francisco; Thomas E. Riley, Mt. Diablo High School, Concord; Elizabeth E. Ryals, Cleveland High School, Reseda; David Schraa, Menlo-Atherton High School, Atherton; Dale H. Silvira, Burroughs High School, Burbank; Karen L. Speier, Mercy High School, Burlingame; Richard Smyth, Amado Valley High School, Pleasanton; Brian Stanley, Palos Verdes School, Palos Verdes Estates; Harry Wachtel, U.S. Grant High School, Van Nuys; Lee Ann Whites, Robert A. Millikan High School, Long Beach; and Melinda Wyatt, Morningside High School, Inglewood.

PROGRAM'S VALUE

The great value of the scholarship program in helping to build a better understanding of organized labor's role and history can be seen in the words of one of the 1968 winners:

"I wish to extend my most sincere thanks to the California Labor Federation for presenting me with a scholarship award. It is indeed an honor to have survived the opposing competitive efforts of 1,500 others. I read many a selection in preparing for the test and this experience proved to be an education in itself. This scholarship competition is indicative of American labor's historic interest in the country's future."

In further developing and expanding the scholarship program over the past two years, your Secretary-Treasurer has worked closely with central labor councils and school authorities to encourage awareness of the competition. Announcements of the program have been mailed to all affiliates with the request that the scholarship competition be given broad publicity among their membership in order to increase participation by the children of trade union families. In addition, the Federation has given widespread publicity to the program in its weekly newspaper.

In June, 1968, because of the many and differing demands placed on the scholarship program by affiliates, additional guidelines for the program in future years were developed by the Federation's Executive Council. These guidelines are reported, in detail, in the Executive Council's report to the convention.

Your Federation is deeply appreciative of the cooperation and assistance extended to it by the Committee of Judges and by the college and university scholars who graded the examination papers and screened them for ultimate selection of the winners by the judges.

Serving on the Judges Committee for the 1967 examinations were:

William R. Rentfro, Coordinator for Labor Programs, Center for Labor Research and Education, Institute of Industrial Relations, University of California, Berkeley; Leland S. Russell, Chairman, Joint Study Committee (Vocational Guidance) California Association of Secondary School Administrators; and Fred H. Schmidt, Research Specialist, Center for Labor Research and Education, Institute of Industrial Relations, University of California, Los Angeles.

In 1968 the Judges Panel was the same as in 1967 except that Frederick A. Breier, Professor of Economics, University of San Francisco, San Francisco, replaced William R. Rentfro.

Conferences

In addition to being consulted by many organizations and groups and attending a large number of conferences of various types, your Federation sponsored, in 1967 and 1968, special one-day conferences on Unemployment Insurance and Disability Insurance. These conferences were requested by many affiliates.

In 1967 the one-day special conference was held in Fresno in mid-May. It was scheduled in conjunction with the Administrative Referees' Association's annual forum, which followed a day later. The session, which all affiliates were urged via letter to attend, included a review of the California Unemployment Insurance Appeals Board's decisions and other court decisions involving severance pay, holidays and vacations, a review of the law with reference to voluntary quits, discharges and bona fide employment, and a review of decisions involving trade disputes. The program was established by a conference steering committee appointed by your Secretary-Treasurer.

Although no advance registration was required, approximately 150 trade union representatives from throughout the state participated.

In 1968 the one-day special conference on unemployment insurance and disability insurance was also held in May, this time in Sacramento. It again preceded by one day the annual forum of the Administrative Referees' Association. Again, all affiliates were urged to attend. The conference dealt with the relationship between organized labor and the State Department of Employment and an extensive review of unemployment and disability insurance issues. Some 170 trade unionists participated in the conference.

In addition to these conferences, your Federation also co-sponsored the University of California's Institute of Industrial Relations Annual Conference on Industrial Relations, which was held in May, 1968, in San Francisco and was attended by over 500 union, management, and government representatives, and has participated closely in the trade union seminar program of the University of California.

Foreign Visitors

Since the 1966 Convention your Federation has continued to provide considerable assistance to the American Institute for Free Labor Development by arranging labor education programs for more than 100 labor leaders from Latin America during their visits to California while participating in the Institute's Education Program.

The AIFLD, a private voluntary organization created in 1962 by the AFL-CIO with the support of the Labor Advisory Committee of the Alliance for Progress program — aims to strengthen the democratic labor movement of Latin America in order to raise the living standards of the workers, including the neglected campesino.

The Federation also has cooperated with the U.S. Department of Labor's Bureau of International Labor Affairs and the U.S. Department of State in arranging programs for foreign labor leaders and government officials during their visits to California.

Several teams of Japanese labor leaders have visited the Federation office. In addition, visitors have come from Germany, New Zealand, Australia, South Korea, Nigeria, Fiji Islands, India, Pakistan, Turkey, Republic of China, Denmark, Brazil, Venezuela and other nations.

Affiliated organizations have also assisted the Federation in developing programs for some of these foreign visitors.

Research Library

Both the research services and the holdings of the Federation library have grown rapidly since the Federation's move to larger quarters, in late 1965, and the increase in research staff.

Geared principally to furnishing informational materials and assistance to the Federation's officers and staff, the library also aids staff, officers, and Federation affiliates, both at the library headquarters and by telephone and mail. In addition, insofar as possible within the limits of facilities and staff time, the library gives service to other researchers, students, and the general public.

The library collection includes, in addition to publications dealing exclusively with the labor movement and its activities, a wide variety of social science and consumer-oriented materials. Legislative documents, government reports, and statistics, as well as political action

materials, are an important part of the collection. Basic hard-cover books concerning the various aspects of the labor movement and economic and social factors relating to it; a wide selection of specialized trade union periodicals and newspapers, as well as more general magazines; and releases, statements, convention proceedings all have their important uses.

An ever-growing function of the library has been to serve as a source of information and counsel for visiting labor delegations seeking information on availability of and methods of acquiring and using strategic labor materials. Many of these have been foreign visitors who have been greatly appreciative of the opportunity to examine a comprehensive, working labor library. Cooperation in this respect has also been extended to other libraries and librarians in this area.

COMMUNITY SERVICES

As in the past, the Federation has continued to lend staunch support to a wide range of community agencies by publicizing regular fund drives in the California AFL-CIO News as well as various special appeals of an emergency nature.

An example of the latter occurred in March, 1968, when the Red Cross issued a special fund appeal to help maintain its services to U.S. servicemen in Vietnam and their families.

In urging strong support for the special SOS (Support our Servicemen) Red Cross fund drive, the Federation informed all affiliates that:

"The Red Cross has repeatedly demonstrated a capability for bringing effective aid and comfort to persons in need both in peace and in war.

"Right now due to its increasing obligations to our armed forces in Vietnam, the Red Cross needs additional support to maintain its services to our servicemen in that combat area and their families."

Red Cross officials indicated that a significant increase in contributions from labor organizations resulted from that appeal.

Similarly, in an effort to help California youth find summer jobs, a community service in which many AFL-CIO local unions and central bodies have been deeply involved during the past two years, the Federation urged expansion

of labor's efforts in this area in June, 1968, pointing out that:

"The needs of youth, particularly poor youth, for assistance in obtaining summer employment is greater this year than ever before. As California's schools close for summer vacation, some 400,000 young people are expected to be searching for summer jobs."

Your Federation went on to point out that trade unionists "have a vital stake in assuring that the introduction to the world of work that these 16 to 21 year old youths receive is a positive one so far as the role of organized labor is concerned."

ASSISTANCE URGED

It called on central labor councils, craft councils, district councils and local unions to cooperate to the fullest extent possible to assist these youths in obtaining meaningful employment consistent with the legitimate framework of federal and state laws and the various collective bargaining agreements in the industries in which they are employed.

The Federation assured employers participating in the Summer Youth Job Campaign that they would find ready cooperation from AFL-CIO organizations so long as the program was not designed to replace permanent workers, undercut union standards or shortchange the youths.

Your Secretary-Treasurer also collaborated with various community and governmental agencies in publicizing information of a community service nature. An example of this was the Federation's effort to alert returning veterans to the fact that they may be eligible for a monthly allowance of up to \$100 in addition to their wages under the new cold war G.I. Bill if they are engaged in an approved apprenticeship or other on-the-job training program.

These benefits were publicized through the California AFL-CIO News when the Federation learned through the cooperation of the Division of Apprenticeship Standards that there was an estimated 5,000 registered apprentices and several hundred other workers in training programs under the Manpower Development and Training Act in California who were eligible veterans who could receive such allowances for up to 36 months.

Hire the Handicapped

During the past two years, the Federation has also continued its support of the "California Ability Counts Contest,"

which is sponsored by the Governor's Committee for the Employment of the Handicapped, by providing an all-expense paid trip to Washington, D. C. plus \$100 in spending money for the winner.

The 1968 winner, Barry M. Meyers, 17-year-old senior at Palms Springs High School in Palm Springs and the son of a staunch trade unionist, went on to capture the \$1,000 first prize in the national contest. Barry is the son of Jack Meyers of Palm Springs, a veteran member of Retail Clerks Locals 1144 in Santa Monica and 1167 in Colton up until his retirement two years ago.

To develop his essay, Barry drafted a 17-point questionnaire and distributed it by hand to 165 employers in the Palm Springs area. He coupled his survey results with an interview of a man who lost his arm while working on a dam project but who is now "a one-armed daredevil who has one of the most dangerous jobs in the world."

The impact of this Federation-supported community service project was driven home when Barry observed in his essay that:

"If nothing else, this survey has given me insight into the capabilities of the handicapped. I'm constantly amazed at the obstacles which they overcome daily . . .

"Only through the work of this Committee has so much been accomplished. The fight is not over. Forty-nine percent surveyed feel prejudice restricts job opportunities. These people are the next target . . .

"It's our job to make sure that prejudice is not a handicap."

WINNER IN 1967

The 1967 winner was Colleen Gandrau, of 511 Highland Avenue, San Mateo. Miss Gandrau, also the daughter of a trade unionist, drove right to the heart of the major problem confronting disabled or handicapped people in her essay when she observed that:

"The major problem encountered in this program was not the education of the handicapped but the education of the employers. They wanted to help, but when it came down to really hiring someone handicapped they made excuses about why they could not hire them."

Before entering the contest Miss Gandrau had already demonstrated her own personal concern for the problem by serving as a teaching assistant in a spe-

cial program for the mentally retarded in the Confraternity of Christian Doctrine at the St. Catherine of Siena School in Burlingame. Her father is Robert G. Gandrau, long a member of Local 9490 of the AFL-CIO Communications Workers of America.

In addition, your Federation's officers and staff have appeared before numerous community groups and various civic organizations in order to broaden the understanding of the public regarding the labor movement. For example, in December, 1966, your Secretary-Treasurer addressed more than 350 participants at the San Francisco Junior Chamber of Commerce's annual management conference on the need for greater labor-management cooperation in order to build "a stronger economy at home (and) a stronger and safer world."

Likewise, your Secretary-Treasurer, in February, 1967, addressed the 11th Annual Business Management Conference of San Fernando Valley Rotary Clubs on why a reduction in the workweek is vital, and later in 1967 spoke to a section of the Commonwealth Club of California on the 1967 legislative session. Other Federation officers and staff have also spoken to numerous civic, church, and other community groups, presenting the labor movement's views and programs.

Phony Labor Papers

Since the arrest and conviction of two promoters of a non-existent paper called the "State Labor News" in 1966, a full report of which was contained in your Secretary-Treasurer's report of that year, there has been relatively little evidence of the publication in California of papers falsely claiming the endorsement of AFL-CIO affiliates.

However, this apparent hiatus from the adverse effect of unscrupulous ad promoters who sully the legitimate labor press by utilizing threatening tactics or false promises to sell ads for their phony publications does not mean that local unions and central bodies can afford to let down their guard toward such operators.

On the contrary, local unions and central bodies must be particularly wary at all times of independent ad sales promoters who come out of nowhere with proposals to sell ads for union publications or for union hall billboards on some sort of percentage basis.

Past experience has demonstrated too often that the small amount of revenue

obtained from such schemes to offset union operating expenses is vastly outweighed by the black eye in community relations that may result from association with such promoters.

In some instances, the operators of these so-called labor publications solicit ads on a nationwide basis.

To keep Federation affiliates posted on developments in this field, the California AFL-CIO News carried reports warning that two alleged labor papers—the "International Labor Advocate" and the "Union Labor Bulletin" in Oregon—may be falsely implying connection with the organized labor movement.

In addition, earlier this year, the International Labor Press Association warned that the "Trade Union Courier" was soliciting "as large a paid greeting as your organization deems fitting" for its "33rd year of dedicated service to American labor."

The ILPA pointed out that this so-called publication's "service" was such that it resulted in a Federal Trade Commission order directing the "Courier" to stop claiming AFL-CIO endorsement and "a criminal contempt conviction" against them for violating the order.

In view of the fact that the problems posed by unscrupulous ad promoters are recurring ones, it would be well for all Federation affiliates to review the following rules adopted by the National AFL-CIO relating to "Publications and Advertising." They are as follows:

"PUBLICATIONS AND ADVERTISING"

"Experience has demonstrated that irresponsible publishers of so-called labor papers, yearbooks and directories and/or unscrupulous solicitors of advertising have, on occasion, exploited the name and good reputation of the AFL-CIO to further their own selfish ends, to the detriment of the best interest of organized labor.

"It should be clearly understood that labor publications should exist for the sole purpose of furthering the best interests of the labor movement, not as a source of additional revenue. Therefore advertising should be accepted in labor publications only if it is necessary to the publication's existence.

"No local central body shall be associated with any publication except in conformity with this rule:

"(a) Any publication, including newspapers, bulletins, yearbooks, directories,

programs or any form of publication owned, in whole or in part directly or through a corporation, by a central body or which is issued in the name of, or which is endorsed, authorized or given official approval by a central body, shall be required by the central body to conform to the provisions of this rule and to such ethical trade union standards as may be determined by the president, by regulation otherwise. The central body shall furnish to the responsible officer or manager of any such publication a copy of this rule and a copy of the ethical trade union standards as determined by the president of the AFL-CIO.

"(b) No central body shall authorize or promote any publication to claim or imply by use of geographical or other terms in its name or title or in any other way, that it is the publication of any other local central body or of a state central body unless the publication is also officially endorsed by such other local central body or the state central body, as the case may be.

"(c) No local central body shall authorize or permit such publication to solicit local advertising (as distinguished from national advertising) outside the regular area of circulation of the publication, which area of circulation shall not include any part of the geographical jurisdiction of any other local central body without the written consent and approval of such other local central bodies.

"(d) Any contract made by the local central body for the production of such publication shall incorporate this rule as an integral part of the contract."

ASSISTANCE TO AFFILIATES

Your Federation has continued over the past two years to aid affiliated organizations on strike or taking economic action against an employer and to help public employees and others working to create a better climate within which the California trade union movement can prosper. In the field of public employment, in early March, 1967, your Federation alerted labor councils and public employee unions throughout California to a "statewide attempt to weaken and destroy trade unions in the public employment field (that) has been initiated by reactionary elements in the California County Supervisors' Association."

Your Secretary-Treasurer, noting that the Supervisors' Association had distributed a proposed "county personnel rela-

tions" ordinance to all 58 county boards of supervisors which, if enacted, "would bestow on county boards of supervisors a number of functions and powers which in private employment are normally reserved for such impartial agencies as the National Labor Relations Board even though the supervisors are, of course, the employer and hardly impartial" pointed out a number of other serious consequences of the Supervisors' Association action. The proposed ordinance would, among other things:

1. Make the supervisors the sole judge of whether an employer organization should be recognized.
2. Ban strikes by county employees.
3. Empower the supervisors to stack a proposed employee relations committee against employee interests.
4. Permit employee organizations only to "meet and confer," not negotiate with the supervisors.

Various versions of the reactionary proposal pushed in 1967 by the County Supervisors' Association have been adopted by some counties. However, in other counties the program, led by efforts of local central bodies, has come under severe attack, as in the case of Los Angeles. In addition, in Marin County, in July, 1968, a model working relationship and collective bargaining agreement was established between the Board of Supervisors and the Social Workers Union.

AID TO MEAT CUTTERS

In December, 1967, in the midst of a bitter strike by meat cutter local unions against southern California chain markets, your Secretary-Treasurer acted to attempt to stop efforts by some markets to recruit college students to break the strike.

Your Secretary-Treasurer, learning that the management of the Alpha Beta chain had sent a list of names, addresses, and phone numbers of the placement directors of 25 colleges and universities in the southern California area to each store manager and urged the managers to recruit students to work as amateur meat cutters, called on Max Rafferty, State Superintendent of Public Instruction, and Glenn S. Dumke, Chancellor, California State Colleges to urge them to advise college personnel directors to "reject out of hand this gross strikebreaking technique." As a result of this action, the state colleges did tighten up their regulations regarding the use and referral

of students in strikebreaking situations, although as of this writing their policy has not been delineated in detail.

In addition to near weekly coverage in the Federation's "California AFL-CIO News" to strikes and boycotts by unions throughout the United States, your Federation also rendered aid in a number of other situations.

HEARST STRIKE-LOCKOUT

For example, in the long, bitter and continuing strike-lockout at the "Los Angeles Herald-Examiner" your Secretary-Treasurer early in January pointed out that "Publisher George Hearst's insistence that strikebreakers be given super-seniority over the union members on strike . . . clearly demonstrated his contempt for this nation's established labor relations policy."

As this strike wore on, your Federation, in late June, 1968, in a letter to all affiliates, reviewed in detail the attempts by the many unions involved in the Herald-Examiner dispute to bring about "good faith" bargaining, all of which was spurned by the Hearst publications. Citing this history, your Federation noted that the Los Angeles unions on strike against the Herald-Examiner "are fighting our fight. They deserve our help." With this in mind your Secretary-Treasurer's letter to affiliates urged them to "contribute generously and continuously to help win this crucial battle for workers' rights."

INSURANCE WORKERS

At the same time your Federation also urged affiliates to strongly support financially and otherwise the lengthy nationwide strike by the Insurance Workers International Union against the Metropolitan Life Insurance Company. This strike, which was a critical battle in the insurance field, was settled after 10 weeks, in late July, 1968.

KINGSPORT ISSUE

Also in March, 1968 your Federation, in action stemming from labor union efforts to boycott Kingsport Press products, succeeded in insuring that 1.5 million textbooks for California school children would be produced in California, not by the strikebreaker-run Kingsport Press in Tennessee. The action, which means thousands of dollars in additional earnings for California printing tradesmen, was a significant victory.

The issue was a simple one — the

struck, strikebreaker-run Kingsport Press firm had entered a bid on a job that was slightly lower than that of a union printer and bookbinder in San Francisco. Although the State Department of General Services originally was going to grant the contract to the Kingsport Press, your Federation, upon hearing of this, sought a delay in the awarding of the contract. The Federation action subsequently resulted in an agreement between Andrew Lolli, Director of the State Department of General Services, and labor and industry officials that the job would be done at the State Printing Plant.

OTHER STRIKE SUPPORT

In addition, your Federation in February, 1968, made a \$1,000 contribution to the bitter strike of the copper workers which lasted eight and one-half months.

In April, 1968, at the time of the wanton assassination of Dr. Martin Luther King, Jr., who was killed in Memphis, Tennessee while lending his vigorous support to a strike of the Memphis garbage workers against the city, your Federation sent a substantial contribution to the striking workers. Subsequently, after contributions from many outside organizations both in California and throughout the nation, the strike was successfully terminated.

In addition, as noted above, your Federation through its weekly newspaper, repeatedly has carried stories on union boycotts and strike activities throughout the nation.

Besides these actions, your Federation has also taken every opportunity to address the general public and business and community groups on the nature of the labor movement and why all citizens have a basic stake in preserving the right to strike and the preservation of free collective bargaining.

FEDERATION CHANGES

In keeping with the Federation's aim of modernizing and improving its capability to serve affiliates, a number of changes have been made in Federation operations since the last convention. In early March, 1967, responding to the fact that the California legislature, through the passage of Proposition 1-A in November, 1966, was now mandated to hold general sessions annually, your Federation established a permanent suite of offices in Sacramento. The move, necessitated by the annual general sessions and

the lack of space in the temporary office the Federation had maintained in previous years, places the Federation's Sacramento headquarters directly across the street from the State Capitol and only a half-block from the legislators' offices.

In addition, your Secretary-Treasurer, in early 1967, created the position of Assistant to the Secretary-Treasurer and made other necessary changes in order to fully staff, on a year-round basis, the Los Angeles and Sacramento offices of the Federation. Such changes have facilitated the Federation's efforts to expand its activities in depth in a number of fields and helped to allow it to participate, for example, throughout the 82 days of hearings before the PUC regarding the phone-rate hike case; to offer better services to affiliates more rapidly; and to allow it to conduct more detailed special reports and analyses.

ACTIVITIES OF LEGAL COUNSEL

The progress of various court cases and other legal work performed by the Federation's General Counsel, Charles P. Scully, between July 1, 1966 and August 15, 1968, as reported by him to your Secretary-Treasurer, is summarized herewith as follows:

COURT CASES

A. California Grape & Tree Fruit League, et al. v. Industrial Welfare Commission, et al. 1 Civil 23101, California District Court of Appeal.

Since my 1964-1966 report, the respondents have filed their briefs and the office of the Attorney General filed the Appellants Closing Brief on May 6, 1968. The case should be decided in the reasonably near future.

B. Mengelkoch, et al. v. Industrial Welfare Commission, et al. 66-1618-S United States District Court, Central District of California, Los Angeles, California.

This action was filed on October 10, 1966 by certain women employed at North American Aviation, contending that the equal protection law at the federal level pre-empted regulation of wages and hours of women and that accordingly the laws and rules and regulations of the State of California were not applicable. The defendants were represented by the office of California Attorney General,

who filed a Motion to Dismiss on certain technical grounds that the rule did not permit determination of this constitutional issue by a three-judge federal court and on the further issue that the state should first be permitted to make this decision before the federal court intervened. On December 29, 1966, on behalf of the Federation, we filed a Notice of Motion and Motion to Intervene and Answer in Intervention, together with our Statement of Reasons and Memorandum in Support of Motion as well as an Ex Parte Application for an order shortening time. Although originally scheduled for hearing in Los Angeles on January 9, 1967, the matter was continued and not heard until April 18, 1967. On May 10, 1968, the three-judge court dismissed it on the ground that there was not adequate basis for the convening of a three-judge court. Judge Stephens then acting as the sitting District Court Judge, further dismissed on the ground that the state court should first have the opportunity to resolve this issue and that it did not warrant the intrusion of the federal courts at this time.

C. Pitts v. De La Cruz, et al. San Francisco Superior Court No. 574165.

This litigation involved the reward posted by the Federation in the sum of \$1,000.00 involving the Dow Wilson murder. A dispute arose among various claimants and accordingly on January 4, 1967 a Complaint in Intervention was filed by the Federation with the money being deposited in court. After appearances by various parties, a Motion to Dismiss from Liability was made on behalf of the Federation and an order thereafter issued dismissing the Federation on March 22, 1967.

D. Charleston v. California Labor Federation, AFL-CIO. San Francisco Superior Court No. 574639.

This action, which was filed on January 18, 1967, involved the same item as the case immediately above. We filed our Demurrer, which was sustained without leave to amend, and judgment dismissing us was entered on March 1, 1967.

E. Radebaugh v. Pitts. San Francisco Superior Court No. 577860.

This was a similar action to the Pitts v. De La Cruz, supra, which was filed on April 17, 1967. Based upon a stipulation, the Federation was ordered dismissed May 25, 1967.

F. Jim Johnson v. Pitts, et al. Santa Barbara Municipal Court No. 24116.

This action involved an alleged unpaid wage claim for AWOC, with the contention that the Federation was in some way involved with respect to the liability. On May 13, 1968, we filed our request by way of Bill of Particular, Answer, Motion for Summary Judgment and Memorandum in Support Thereof. On June 17, 1968, in open court, a stipulation was entered into to dismiss the Federation, which dismissal was then duly filed.

G. Morris et al. v. Williams, et al. Sacramento Superior Court No. 177968; California Supreme Court—Sacramento—No. 7817.

This action, which involved an attempt to overcome the reduction of Medi-Cal benefits ordered by Governor Reagan was filed through the California Rural Legal Assistance on August 28, 1967. We appeared in support of their contention on September 5, 1967 before Judge Perluss, who issued his Opinion sustaining in substance the contentions asserted by the attorneys for California Rural Legal Assistance. The matter was then appealed and in due course heard by the California Supreme Court. During this proceeding, we filed on behalf of the Federation, a brief amicus on October 10, 1967.

On November 20, 1967, the court, by a five-to-two vote, in substance sustained the rulings of Judge Perluss and the benefits were preserved to the individuals under Medi-Cal.

H. Pitts v. Reagan, et al. San Francisco Superior Court No. 583961.

This action involved injunctive relief to prevent the Governor, as well as the Department of Corrections and the Department of Employment, from using prison inmates as farm laborers. The action was filed on October 5, 1967 and the hearing on the Order to Show Cause transpired on October 16, 1967. After oral argument on that date, briefs were filed with the court by all parties and on November 14, 1967, a Memorandum Opinion was issued which concluded by granting our request for a preliminary injunction. The order granting such preliminary injunction was filed on November 21, 1967 and the preliminary injunction issued on that date.

Since that time we have concluded our discovery procedures, including the deposition of representatives of the Department of Corrections and of the Depart-

ment of Employment, and the matter is currently set for trial on October 2, 1968.

I. Lynch v. Superior Court, California Supreme Court No. SF 22600.

This action, which stemmed from a multiplicity of suits which were instituted in both Northern California and Southern California by various farm interests to prevent the operation of the Orders of the Industrial Welfare Commission, was filed as an original proceeding with the Supreme Court on April 22, 1968 requesting either writs of prohibition against the proceedings in the inferior courts or, in the alternative, a writ of mandate originally issuing from the Supreme Court directing that the Orders be placed in effect. On behalf of the Federation, we joined in such request under date of April 25, 1968, but unfortunately, the court refused to assume original jurisdiction and denied the request of the Attorney General.

LEGISLATION

A. Drafting Legislation

(1) 1967 Session

Subsequent to the 1966 convention of the Federation, there were referred to me all of the resolutions calling for the introduction of legislation and based upon such resolutions, I prepared my report under date of September 19, 1966 and submitted it to the Secretary.

On October 12, 1966, at an all-day meeting at the TowneHouse in San Francisco, the report was presented to and reviewed by the Federation's Committee on Legislation, sitting jointly with the Advisory Committee, established pursuant to the action of the convention.

Based upon the review of the joint meeting and in accordance with a unanimous recommendation, a report was prepared on October 14, 1966, to be submitted by the Committee on Legislation to the Executive Committee. Pursuant to that report, I prepared 39 bills in Priority No. 1 and 11 bills in Priority No. 2. No bills were prepared on other Priorities, although the sponsors were notified that they had not been prepared and would not be introduced.

This report was presented to, and discussed with, the Executive Council at its meeting in Los Angeles on December 7, 8, and 9, 1966. As a result of such discussion, no additional bills were requested to be prepared but Bills Nos. 4, 8, 11, 12, 18 and 28 in Priority No. 1 were

rewritten in accordance with the request of the Council and submitted to the Secretary for introduction December 22, 1966.

All of these bills were then in due course presented to the 1967 Session of the Legislature.

(2) 1968 Session

In the absence of a convention being held during the calendar year 1967, by action of the Executive Council the affiliates were advised of the possibility of presenting resolutions to the Executive Council to be considered for introduction at the 1968 Session of the Legislature. These resolutions, together with the Policy Statement presented to the 1966 convention of the Federation were transmitted to me for my review and I prepared a report, which was submitted to the Secretary. On October 4, 1967, there was a joint meeting of the Legislative Committee and the Advisory Committee at San Francisco, at which time the report was reviewed and in accordance with the unanimous joint recommendation, I then prepared 25 bills, which were submitted to the Secretary on November 2, 1967. Sponsors of resolutions concerning which bills were not prepared were advised of this fact and afforded the opportunity to appear before the meeting of the Executive Council on November 8 and 9, 1967, at Palm Springs. As a result of such appearances, two additional bills were requested to be prepared by the Executive Council, which were prepared and transmitted to the Secretary on November 16, 1967.

These 27 bills were then presented to and introduced in the 1968 Session of the Legislature.

B. Attendance at Legislative Sessions

(1) 1967 Legislative Session

I attended the 1967 Legislative Session on January 11, 12, April 24, 25, 26, May 1, 2, 9, 10 and 11 and on June 6 (through Mr. Carroll of my office). In addition, I analyzed and reviewed all of the legislation introduced and prepared appropriate summaries.

(2) 1968 Legislative Session

I attended the 1968 Legislative Session on January 9, 10, 23, March 4, 11, 12, 13, 18, 19, 25, 31, April 1, 2, 3, 15, 16, 18, 21, 22, 29, May 6, 8, 9, 13, 20, 21, 27, 28, June 10, 11, 17, 18, 23, 24, 27, 30, July 1, 2, 24. In addition, I anal-

alyzed and reviewed all of the legislation introduced and prepared appropriate summaries.

C. Interim Committees

(1) Finance and Insurance Subcommittee on Unemployment Insurance

I attended the meeting of this committee on January 21, 1966 in San Francisco and expressed the views of the Federation.

(2) Finance and Insurance Subcommittee on Disability Insurance

I attended the meeting of this committee on September 1, 1966 in Los Angeles and expressed the views of the Federation.

UNEMPLOYMENT INSURANCE

A. Advisory Council

I attended my last meeting of the Advisory Council on the Department of Employment in Los Angeles on July 22, 1966. Upon his election, Governor Reagan removed me from this Advisory Council and so I did not attend any additional meetings.

B. Labor-Management Technical Committee

On June 1, 1967, I was appointed to the above committee by the Director of the Department of Employment, Peter Weinberger. Since that date, I have attended one meeting on February 7, 1968 in Sacramento.

C. Appeals Board, Rules and Regulations

On November 1, 1967, Mr. John Salazar of our office appeared in Sacramento to express the views of the Federation in regard to the proposed rules presented by the Appeals Board.

D. D.I. — Twentieth Anniversary

Upon the invitation of the Department of Employment, I appeared in Sacramento on December 2, 1966, and together with Mr. Harold Leavy of the California-Western States Life Insurance Company, presented appropriate comments celebrating the Twentieth Anniversary of the existence of the Disability Insurance program, which was sponsored and established through the efforts of the Federation. It would be interesting to note that billions of dollars have been paid out in benefits as a result of the initiation of the Federation in establishing this program.

E. Federation — U.I. Conference

At the request of the Secretary, our office participated in the conference conducted by the Federation in Fresno on May 18, 1967.

WORKMEN'S COMPENSATION**A. Advisory Council**

On May 7, 1968, I was appointed to an Advisory Committee by Chief Executive Roy Bell to consider a review of the Permanent Disability Schedule and the various rules and regulations applicable thereto. To date, I have not attended any meetings of this committee.

B. Proposal of the Federation re Depositions

Because of the fact that there was a developing effort being made before the Workmen's Compensation Appeals Board to harass applicants by exposing them to the expense and time waste of depositions, at the request of the Secretary I prepared and filed on behalf of the Federation on October 9, 1967, a proposed rule involving depositions which would in effect require that no one would be compelled to attend a deposition unless first ordered by the Appeals Board on a petition being filed with it. Unfortunately, under date of March 27, 1968, the Appeals Board issued its order denying our request.

**EXECUTIVE COUNCIL
MEETINGS**

A. I attended the following meetings of the Executive Council and rendered advice as requested:

August 3, 4, 1966—San Diego.
December 7, 8, 9, 1966—Los Angeles.
April 7, 8, 1967—Sacramento.
August 23, 24, 1967—Oakland.
November 8, 9, 1967—Palm Springs.
February 8, 1968—Ramada Inn, San Mateo.
June 21, 22, 1968—Sacramento.

CONVENTION

A. I attended the convention of the Federation in San Diego and assisted the committees as requested August 5 and 6, and August 11 and 12, 1966.

MISCELLANEOUS**A. National AFL-CIO Attorneys' Conference**

During the 1967 AFL-CIO Convention

in Miami, Florida, at the request of President Meany, General Counsel Woll transmitted through and concurred in by Secretary Pitts, I attended the conference of the attorneys in Miami, where I was present from December 7 through December 12, 1967.

B. Federation Lease, 11th & L Building, Sacramento

At the request of the Secretary, I reviewed the lease in detail and submitted my detailed written comments on February 1, 1967.

C. California Rural Legal Assistance

At the request of Director E. Clinton Bamberger, Jr., I agreed to sit as one of the legal representatives on the Board of Directors of California Rural Legal Assistance during the year 1966-1967.

In addition to various communications and advice, I attended the following meetings of the Board of Directors during this period:

September 10, 1966—San Jose.
November 12, 1966—Los Angeles.
January 21, 1967—Los Angeles.
February 18, 1967—Hilton Inn, So. San Francisco.

During the year 1967, we were successful in negotiating an agreement with the State Bar of California accepting this organization, at which time I tendered my resignation and my successor was then designated by the Board of Governors of the State Bar of California.

D. Apprenticeship Council, Riverside Conference

Because of the importance of the proposed rule changes involving apprenticeship and other on-the-job training programs, at the request of the Secretary I attended the conference at Riverside on January 26, 27, 1967. On the evening of January 26, 1967, I participated in a caucus of all union representatives present and assisted in preparing the report which was submitted the following day to the public hearing on behalf of this group.

E. Knox-Mills Act.

On March 16, 1967, I attended the public hearing in San Francisco and expressed the position of the Federation involving the proposed regulations under the above act.

F. Citizens' Advisory Committee to the Legislative Joint Committee for Revision of the Penal Code.

On July 14, 1966, I was appointed by Senator Grunsky to act on a Citizens' Advisory Committee involving the complete revision of the Penal Code. Since that time, six partial drafts have been submitted for my review and comment but the work of the committee is still continuing.

G. Opinions and Miscellaneous Advice

Throughout the period from my last report, I have on numerous occasions been requested to respond orally and in writing in regard to various matters coming before the Federation for consideration. It would not be desirable to recite each in detail but the following would be typical of these items:

(1) August 19, 1966, submitted opinion requested from me by the Secretary in regard to "California Labor 1966 Election Committee."

(2) December 5, 1966, at the request of the Secretary prepared an opinion on the proposed revisions of Rules 3 and 10 relating to State and Local Central Bodies which changes were being proposed by the AFL-CIO.

(3) At the request of the Secretary, reviewed the proposals submitted through the Sacramento Central Labor Council involving the establishment of a model Labor - Management Relations program in that city and submitted my memorandum to the Secretary on July 28, 1967 expressing in detail my reaction to the proposals.

(4) The Secretary submitted to me all of the existing insurance policies of the Federation and requested my review and analysis, which I submitted to him in writing on January 26, 1968.

(5) At the request of the Secretary, I submitted a summary of the ballot issues to be submitted to the people by a written memorandum on April 22, 1968.

Respectfully submitted,
Charles P. Scully,
General Counsel

APPOINTMENTS

In the period since the Federation's last convention your Secretary-Treasurer has continued to receive numerous requests to serve on various commissions, advisory bodies, committees and other groups. Obviously, the time required to fill all such requests faithfully and effectively would exceed any individual's capacity. Accordingly, due to the workload of the Federation office your Secretary-Treasurer has sought, where possible, to recommend other officers of the Federation and affiliated organizations for these appointments. In fact, due to the workload of the office, your Secretary-Treasurer found it necessary to resign membership on the Pacific Coast Regional Manpower Advisory Committee and the Citizens Advisory Commission on Constitutional Revision in the past two years.

During these years, however, your Secretary-Treasurer has continued to serve as a member of the following organizations:

- Joint U.S.-Mexico Trade Union Committee, U.S. Section.
- Department of Labor Unit of the National Defense Executive Reserve.

As a member of the Advisory Committee to the AFL-CIO Coordinator of State and Local Central Bodies, your Secretary-Treasurer has also continued to work with the national office through the Coordinator to achieve greater unity in the official structure of the AFL-CIO at the central labor body level.

In concluding, your Secretary-Treasurer would like to express his deep appreciation for the continued cooperation received during the past two years from the Federation's many affiliates and to note that this cooperation, coupled with the assistance of the President, the General Vice President, and the Federation's staff has been essential in fulfilling the responsibilities of the office of Secretary-Treasurer.

Fraternally submitted,
Thos. L. Pitts
Secretary-Treasurer

FEDERATION MEMBERSHIP STATISTICS

July 1, 1966 to June 30, 1968

NEW AFFILIATIONS AND REINSTATEMENTS

Locality	Union	Local No.	Date
Auburn			
	Communications Workers	9431	10/12/66
Bakersfield			
	Communications Workers	9416	12/19/66
	Petroleum Workers	11	8/3/66
Berkeley			
	Clerical, Tech. & Professional Employees	1695	5/27/67
Brisbane			
	Brisbane Fire Fighters	1725	12/11/67
Claremont			
	Claremont Fire Fighters	1705	7/25/67
Clovis			
	Clovis Fire Fighters	1695	6/28/67
Colton			
	Railway Clerks (Desert Lodge)	1376	10/14/66
Delano			
	United Farm Workers Organizing Committee		2/9/67
El Centro			
	Plasterers & Cement Masons	572	7/29/66
Eureka			
	Humboldt County Empls. Association	1684	8/9/66
	Humboldt Fire Fighters	1770	6/28/68
Fremont			
	Fremont Fire Fighters	1689	5/19/67
Fresno			
	City Civil Service Employees	565	4/16/48
	Classified School Employees	562	2/16/68
	Sequoia District Council of Carpenters		9/13/66
Hamilton Air Force Base			
	Hamilton AFB Fire Fighters	F-134	7/25/67
Hayward			
	Glass Bottle Blowers	82	9/15/67
Lancaster			
	Communications Workers	9577	3/7/67
Livermore			
	Barbers	270	10/11/67
Los Altos			
	Los Altos Fire Fighters	1167	1/3/67
Los Gatos			
	Communications Workers	9476	12/7/66
Los Angeles			
	Railway Clerks (Arrowliner Lodge)	3049	9/20/67
	Sleeping Car Porters		4/11/67
	Wholesale Wine & Liquor Salesmen	187	8/22/66
Madera			
	Madera Federation of Teachers	1694	3/12/68
Merced			
	Merced City & County Employees	1285	10/14/66
Milpitas			
	Milpitas Fire Fighters	1699	7/25/67

Locality	Union	Local No.	Date
Monterey			
	Communications Workers	9428	2/1/67
Napa			
	Musicians Protective Union	541	5/2/67
Newark			
	Chemical Workers	802	12/4/67
Oakland			
	Commercial Telegraphers	208	1/9/68
	Railway Clerks (Terminal Div. Lodge)	1304	9/20/66
	Automobile Salesmen	1095	7/14/67
Ontario			
	District Council of Mach. & Aero. Workers	120	7/29/67
	Machinists & Aerospace Workers	821	10/28/66
Oroville			
	Bartenders & Culinary Workers	654	11/17/66
Oxnard			
	Oxnard Fire Fighters	1684	4/21/67
Redwood City			
	So. San Mateo Peninsula Cities Employees	756	3/19/68
Reedley			
	Communications Workers	9475	8/9/66
Riverside			
	United Cement, Lime & Gypsum Workers	464	10/26/66
Sacramento			
	Communications Workers Central Area Council		3/14/67
Salinas			
	Communications Workers	9425	7/25/66
San Luis Obispo			
	Communications Workers	9424	5/5/67
San Pedro			
	Beauticians	881-A	10/6/66
San Francisco			
	California Musicians Conference		4/12/67
	Communications Workers	9410	9/15/67
	Labor Dept. Lodge (A.F. of Gov. Employees)	2391	8/26/66
	Marine Engineers Ben. Assn. District #2		3/5/68
	Railway Clerks (Feather River Lodge)	248	9/14/66
	Railway Clerks (Skyliner Lodge)	3001	10/20/66
	Transport Workers Union	250-A	9/8/66
San Jose			
	Communications Workers	9423	9/16/66
	Printing Spec. & Paper Products	738	1/16/67
Santa Barbara			
	Chemical Workers	404	11/28/67
Santa Clara			
	Musicians Protective Union	346	4/12/68
	Sunnyvale City Employees	521	3/1/68
Santa Cruz			
	Hotel, Motel, Restaurant & Bartenders	742	7/13/66
	Communications Workers	9428	3/14/68
	Santa Cruz Fire Fighters	1716	11/13/67
	Santa Cruz Municipal Employees	1906	10/26/67
Santa Monica			
	Santa Monica Fire Fighters	1109	2/13/67

Locality	Union	Local No.	Date
Stockton			
	Communications Workers	9417	8/4/67
	Rubber Workers	580	2/9/67
Van Nuys			
	Chemical Workers	805	10/13/67
Visalia			
	Carpenters	1109	12/19/67
Wilmington			
	Maritime Trades (So. Calif. Ports Council)		8/3/68

MERGERS

July 1, 1966 to June 30, 1968

Machinists Lodge No. 80 in Azusa merged with District Lodge No. 94 (not affiliated)	3/1/68
Western States Trans. Service & Allied Workers No. 101 in Bakersfield merged with Cab Drivers No. 101 in San Diego	7/1/67
Railroad Trainmen No. 236 in Oakland merged with Railroad Trainmen No. 71 in Oakland	12/31/66
Railroad Trainmen No. 1019 in San Francisco merged with Railroad Trainmen No. 1042 in Richmond	8/31/68
Railroad Trainmen No. 744 in San Jose merged with Railroad Trainmen No. 1046 in San Jose	2/1/67
Municipal Employees No. 54 in Eureka merged with Humboldt Co. Employees Association No. 1684 in Eureka	4/1/67
Glendora Fire Fighters No. 1519 in Glendora merged with L.A. County Fire Fighters No. 1014 in Los Angeles	1/31/68
State, County & Municipal Employees No. 690 in Fontana merged with County Employees No. 122 in San Bernardino	12/5/66
Cooks No. 230 in Fresno merged with Culinary, Bartenders No. 62 in Fresno	12/31/66
Calif. Social Service Agencies of Jewish Fed. No. 1108 in L.A. merged with State, Co. & Muni. Empls. No. 800 in Los Angeles	8/30/66
Tool & Die Makers No. 1176 in Oakland merged with Machinists No. 284 in Oakland	7/1/67
Carpenters & Joiners No. 2126 in Porterville merged with Carpenters No. 1109 in Visalia	8/1/67
Calif. Council of State Employees No. 56 in Sacramento merged with AFSCME Council No. 49 in Los Angeles	5/1/67
Machinists No. 2216 in San Diego merged with Machinists No. 2193 in San Diego	10/25/67
Pharmacists No. 838 in San Francisco merged with Retail Clerks No. 648 in San Francisco	10/1/66
S.F. Municipal Parks Employees No. 311 in San Francisco merged with Construction & General Laborers No. 261 in San Francisco	5/7/68
Printing Specialties & Paper Products No. 612 in San Jose merged with Printing Specialties & Paper Products No. 777 in San Jose	2/26/68
Printing Specialties & Paper Products No. 626 in San Jose merged with Printing Specialties & Paper Products No. 777 in San Jose	2/26/68
Printing Specialties and Paper Products No. 720 in San Jose merged with Printing Specialties & Paper Products No. 777 in San Jose	2/26/68
Printing Specialties & Paper Products No. 738 in San Jose merged with Printing Specialties & Paper Products No. 609 in San Jose	2/26/68
Printing Pressmen No. 272 in San Pedro merged with Printing Pressmen No. 18 & No. 78 in Los Angeles	10/30/66

Locality	Union	Local No.	Date
Roofers No. 36-C in Santa Ana merged with Roofers No. 36 in Los Angeles			8/29/66
Barbers No. 159 in Santa Rosa merged with Barbers No. 419 in Petaluma			7/12/67
Agricultural Workers Organizing Committee in Stockton merged with United Farm Workers Organizing Committee in Delano			10/1/66
Lumber & Sawmill Workers No. 2847 in Valley Springs merged with Box-makers No. 3088 in Stockton			9/1/66
Carpenters & Joiners No. 1484 in Visalia merged with Carpenters & Joiners No. 1109 in Visalia			8/1/67

SUSPENSIONS

July 1, 1966 to June 30, 1968

Locality	Union	Local No.	Date
Bell			
United Auto Workers		230	7/19/67
Berkeley			
United Auto Workers		567	5/2/68
Brea			
Rubber Workers		490	1/18/67
Chico			
Lathers		156	2/20/67
Colton			
Cement Masons		97	5/17/67
Covina			
Communications Workers		9579	9/20/67
El Centro			
Imperial County Federation of Teachers		1549	10/18/67
El Monte			
Glass Bottle Blowers		39	5/2/68
Eureka			
Painters & Decorators		1034	9/20/67
Foresthill			
Woodworkers		3-86	7/19/66
Fremont			
United Auto Workers		1364	2/20/68
Fresno			
Chemical Workers		97	1/18/67
Production Union		3184	12/21/67
Hollywood			
Post Office Clerks		1256	2/19/67
United Auto Workers		179	7/19/67
Huntington Park			
Painters & Decorators		95	6/15/67
Long Beach			
Carpenters & Joiners		710	3/15/67
Lathers		172	7/19/67
United Auto Workers		148	2/20/68
United Auto Workers		805	7/19/67
Los Angeles			
Dining Car Employees		582	6/30/68
House, Building & General Movers		923	10/25/66
Los Angeles County Employees		187	2/20/67
Los Angeles County Park & Recreation Employees		517	3/1/68
Plasterers		2	3/15/67
Roofers		36	8/16/67

Locality	Union	Local No.	Date
	State Employees	361	12/21/66
	United Auto Workers	887	1/18/68
Marysville			
	Musicians Union	158	5/2/68
Maywood			
	United Auto Workers	509	9/20/67
	United Auto Workers	808	9/20/67
Milpitas			
	United Auto Workers	560	2/20/68
Oakland			
	East Bay Municipal Employees	390	11/15/67
	Sign, Pictorial & Display	878	9/16/66
	United Auto Workers	76	3/1/68
Perris			
	Rubber Workers	763	1/18/67
Pico Rivera			
	United Auto Workers	923	9/20/67
Pomona			
	Machinists	1586	5/17/67
Redondo Beach			
	L. A. County Beach Cities Employees	448	6/3/68
Redwood City			
	United Auto Workers	109	3/1/68
Richmond			
	Office Employees	243	3/15/67
Riverside			
	Carpenters & Joiners	1959	3/15/67
Sacramento			
	Steelworkers	4383	9/16/66
San Diego			
	San Diego Teachers Federation	1407	6/3/68
	United Auto Workers	506	7/19/67
San Francisco			
	Hod Carriers	36	7/19/67
	Railway Clerks	3001	6/3/68
San Jose			
	Barbers	252	12/21/67
	Lathers	144	3/15/67
	Public Employees of Santa Clara County	1409	11/15/67
	Santa Clara Sheriff's Department Employees	537	8/16/67
	Santa Clara County Social Workers	89	3/15/67
San Leandro			
	I. U. Electrical Workers	853	6/3/68
Santa Ana			
	Cement Masons	52	10/25/66
Santa Cruz			
	Plasterers & Cement Finishers	379	6/3/68
Santa Rosa			
	Painters & Decorators	364	5/17/67
Selma			
	Carpenters & Joiners	1004	7/31/67
Southgate			
	Communications Workers	9506	12/21/66
	United Auto Workers	216	6/14/68
Stockton			
	Painters & Decorators	1115	12/21/66

Locality	Union	Local No.	Date
	Plasterers	222	5/2/68
	Rubber Workers	580	8/16/67
	United Auto Workers	792	3/1/68
Sunnyvale			
	Electrical Workers	786	7/19/67
Taft			
	Communications Workers	9477	12/21/66
Twain			
	Woodworkers	398	10/19/67
Vallejo			
	Technical Engineers (Mare Island Naval Shipyard)	8	9/20/67
Van Nuys			
	United Auto Workers	645	11/18/66
Ventura			
	Carpenters & Joiners	2463	11/15/67
Visalia			
	Lathers	449	1/18/68
Warm Springs			
	Brick & Clay Workers	663	5/2/64

DISBANDED

July 1, 1966 to June 30, 1968

Locality	Union	Local No.	Date
Bellflower			
	Rubber Workers	476	3/13/68
Dunsmuir			
	Switchmen's Union	258	12/26/67
El Cerrito			
	Operative Potters	165	2/24/67
Fallbrook			
	Fallbrook Fire Fighters	1622	4/25/68
Fresno			
	Jt. Exec. Bd. Culinary, Bartenders, Hotel Workers		4/4/67
Lake Arrowhead			
	Fire Fighters	1490	2/28/68
Long Beach			
	City Employees	112	12/1/67
	Fed. Fire Fighters — Veterans Administration Hospital	F-58	9/13/67
Los Angeles			
	L. A. County Superior Court Reporters	788	8/7/67
	United Garment Workers	94	1/1/67
Monterey			
	Fire Fighters Association	1353	1/25/67
Rivera			
	Steelworkers Union	5188	1/10/68
San Francisco			
	Western Express Messengers	2034	12/27/67
Stockton			
	Brick & Clay Workers	874	1/15/68

WITHDRAWALS

July 1, 1966 to June 30, 1968

Locality	Union	Local No.	Date
Corona			
	Carpenters & Joiners	2048	1/4/67

Locality	Union	Local No.	Date
Fresno			
	Central California Classified School Employees	1206	5/19/67
	Upholsterers	26	10/1/67
Glendale			
	Carpenters & Joiners	563	11/17/66
Long Beach			
	Communications Workers	9571	6/27/68
	Plasterers & Cement Finishers	343	3/4/68
Los Angeles			
	Carpenters & Joiners	25	11/30/66
	Carpenters & Joiners	1497	12/27/66
	Carpet, Linoleum & Soft Tile Workers	1247	12/14/66
	Lathers	42-A	8/28/67
	Lumber & Sawmill Workers	2288	3/1/67
	Railway Clerks	928	4/30/67
Martell			
	Carpenters & Joiners	1522	1/5/67
Marysville			
	Stage Employees	216	12/20/66
Oakland			
	Floorlayers & Carpenters	1861	12/31/66
	Millmen's Union	550	12/19/66
	Painters & Decorators	127	11/9/67
	Theatrical Employees	B-82	5/31/68
Palmdale			
	Painters & Decorators	1793	11/30/67
Pasadena			
	Lathers	81	10/19/66
Redwood City			
	Painters & Decorators	1146	7/1/67
Richmond			
	Railway Carmen	250	3/1/68
Riverside			
	Carpenters & Joiners	235	8/3/66
Sacramento			
	Woodworkers	338	4/19/67
San Diego			
	Government Employees	1085	7/5/66
	Painters & Decorators	333	11/9/67
San Francisco			
	Government Employees	634	9/1/67
	Production Carpenters	2559	2/2/68
	Railway Clerks	2176	11/20/67
San Jose			
	I. U. Electrical Workers	1201	10/22/66
	Teachers	957	9/1/66
San Pedro			
	Painters & Decorators	949	1/23/67
San Rafael			
	Carpenters & Joiners	35	5/18/67
Santa Ana			
	Plasterers & Cement Finishers	489	1/23/67
Santa Barbara			
	Painters & Decorators	715	11/30/66
Torrance			
	Steelworkers Union	1414	10/10/66

Locality	Union	Local No.	Date
Ventura			
	Painters & Decorators	955	3/27/67
Wilmington			
	Chemical Workers	40	5/4/67

EXONERATIONS

July 1, 1966 to June 30, 1968

Locality	Union	Local No.	Date
Long Beach			
	Rubber Workers	560	8/23/67
Los Angeles			
	Newspaper Guild	69	2/12/68
	Rubber Workers	44	11/16/67
Oakland			
	Communications Workers	9490	6/27/68
Pasadena			
	Operative Potters	222	12/8/66
Riverside			
	Cement, Lime & Gypsum Workers	464	6/27/68
Salinas			
	Rubber Workers	726	8/29/67
San Diego			
	Cab Drivers	101	7/1/67
Southgate			
	Rubber Workers	100	8/23/67
Tustin			
	Rubber Workers	510	8/23/67

SUMMARY OF MEMBERSHIP

July 1, 1966 to June 30, 1968

Labor Unions 7/1/66	1509	
Labor Councils 7/1/66	159	
TOTAL		1668
Labor Unions Affiliated to 6/30/68	65	
Labor Councils Affiliated to 6/30/68	3	
TOTAL		68
TOTAL		1736
Mergers, Suspensions, Withdrawals, etc. July 1, 1966 to June 30, 1968		
Mergers		
Labor Unions	25	
Labor Councils	1	
Suspensions		
Labor Unions	71	
Labor Councils	
Withdrawals		
Labor Unions	38	
Labor Councils	
Disbandments		
Labor Unions	13	
Labor Councils	1	
TOTAL UNIONS	147	
TOTAL COUNCILS	2	
TOTAL		149
Labor Unions June 30, 1968	1427	
Labor Councils June 30, 1968	160	
TOTAL		1587

REPORT OF THE AUDITORS

California Labor Federation, AFL-CIO

995 Market Street

San Francisco, California 94103

We have examined the statement of cash, deposits, and investment of the CALIFORNIA LABOR FEDERATION, AFL-CIO, as of June 30, 1968, and the related statement of cash receipts and disbursements for the two-year period ended June 30, 1968. 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 statement on file for the period under review. Balances on deposit in commercial and savings accounts were confirmed by correspondence with the depositories.

A blanket position surety bond in the amount of \$50,000 was in effect during the period covered by this examination.

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, 1968, 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, 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 two-year period ended June 30, 1968, and the cash balances on deposit at June 30, 1968, on a basis consistent with that of the preceding period.

Lybrand, Ross Bros. & Montgomery
Certified Public Accountants

July 19, 1968

CALIFORNIA LABOR FEDERATION, AFL-CIO
STATEMENT OF CASH, DEPOSITS, AND INVESTMENT
June 30, 1968

CASH:	
Office cash fund	\$ 300.00
Bank of America N.T. & S.A.:	
Commercial account	478.34
Certificates of deposit	200,000.00
Savings account No. 29961	21,103.52
Crocker-Citizens National Bank:	
Savings account No. 5355	23,003.81
The Hibernia Bank:	
Savings account No. 717-952	9,538.02
United California Bank:	
Savings account No. 460-8	60,555.81
	<hr/>
	314,979.50
CASH DEPOSITS AND INVESTMENT	2,430.00
	<hr/>
TOTAL CASH, DEPOSITS, AND INVESTMENT	\$317,409.50
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SUMMARY OF CHANGES IN FUND BALANCE

For the two-year period ended June 30, 1968

BALANCE, July 1, 1966	\$416,370.94
Excess of cash disbursements over cash receipts for the two-year period ended June 30, 1968, see page 4	98,961.44
BALANCE, June 30, 1968	<u>\$317,409.50</u>

**CALIFORNIA LABOR FEDERATION, AFL-CIO
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS**

For the two-year period ended June 30, 1968

CASH RECEIPTS:

Per capita receipts and affiliation fees, see page 54	\$ 934,627.54
Refund of pro rata expenses from California Labor Council on Political Education	19,201.90
Interest earned	25,231.62
Miscellaneous receipts and refunds	15,507.25
Total cash receipts	<u>994,568.31</u>

CASH DISBURSEMENTS:

Executive salaries	\$134,999.52
Expenses and allowances:	
Executives	47,130.63
Geographical vice presidents	20,307.59
At-large vice presidents	6,678.70
General office salaries	303,771.69
Assistant to Secretary-Treasurer	20,023.15
Organizing	9,310.78
Accounting	9,740.00
Automobile maintenance	2,604.81
Automobile purchases	7,354.00
Conferences	33,632.29
Contributions	10,518.75
Convention	58,228.62
Educational program equipment	5,292.90
Labor education program	2,373.75
Furniture and equipment	4,715.69
Insurance	31,076.69
Legal	56,973.55
Legislative	53,361.62
Library	7,359.47
Maintenance	5,748.01
Newsletters	54,851.28
Office rents	64,390.73
Postage and mailing	11,596.50
Printing	11,015.90
Retirement plan contributions	6,079.28
Scholarships	2,652.80
Services	867.79
Stationery and supplies	23,679.82
Taxes	20,291.90
Telephone and telegraph	42,230.06
General expenses	24,671.48
Total cash disbursements, see page 71	<u>1,093,529.75</u>

**EXCESS OF CASH DISBURSEMENTS OVER CASH
RECEIPTS FOR THE TWO-YEAR
PERIOD ENDED JUNE 30, 1968.....**

\$ 98,961.44

CALIFORNIA LABOR FEDERATION, AFL-CIO
DETAIL OF PER CAPITA RECEIPTS AND AFFILIATION FEES
For the two-year period ended June 30, 1968

ALAMEDA					
Carpenters and Joiners				Lathers Local Union No. 300 ..	48.00
No. 194	\$	167.40		Machinists No. 139	120.00
ALHAMBRA				Machinists No. 5	94.20
Electrical Workers No. 47		600.00		Musicians Protective Union	
Communications Workers				No. 263	48.00
No. 9505		1,347.35		Newspaper Guild No. 202	114.50
ALVARADO				Oil, Chemical and Atomic	
Sugar Workers No. 183		138.05		District Council	24.00
ANAHEIM				Oil, Chemical and Atomic	
Carpenters and Joiners				Workers No. 19	961.95
No. 2203		748.50		Painters and Decorators	
United Rubber Workers				No. 314	215.80
No. 657		249.90		Petroleum Workers No. 11	39.50
ANDERSON				Plasterers and Cement	
Woodworkers of America				Finishers No. 191	234.75
No. 433		776.63		Plumbers and Steamfitters	
ANTIOCH				No. 460	182.40
Glass Bottle Blowers No. 16		54.90		Post Office Clerks No. 472	191.10
ARCADIA				Retail Clerks No. 137	840.00
American Federation of				Theatrical Stage Employees	
Teachers No. 1424		125.25		No. 215	32.00
Horseshoers No. 12		22.20		Transport Workers No. 3005 ..	113.85
Horseshoers No. 17		17.10		Typographical No. 439	178.70
ARCATA				Western States Transportation	
Lumber and Sawmill Workers				Service and Allied Workers	
No. 2808		404.65		No. 101	61.30
Plywood and Veneer Workers				BARSTOW	
No. 2789		342.25		Barstow Local Federation	
AUBURN				Railway Employees No. 120	19.00
Communications Workers				Machinists No. 706	383.50
No. 9431		163.35		Theatrical Stage and Motion	
Four-Counties Building and				Picture Operators No. 730 ..	48.00
Construction Trades Council		24.00		BELL	
AVALON				American Federation of Grain	
Painters and Decorators				Millers No. 79	244.85
No. 1226		48.00		I. U. Electrical Workers	
AZUSA				No. 1501	498.40
Chemical Workers No. 112		123.70		I. U. Electrical Workers	
Machinists Lodge No. 80		40.00		No. 1504	71.75
BAKERSFIELD				Steelworkers No. 2018	2,400.00
Barbers No. 317		117.15		Steelworkers No. 3941	65.95
Bookbinders No. 117		29.80		United Auto Workers	
Building and Construction				No. 230	819.90
Trades Council		24.00		BELL GARDENS	
Butchers No. 193		600.00		Rubber Workers No. 417	239.00
Carpenters and Joiners				BELLFLOWER	
No. 743		1,231.80		Rubber Workers No. 476	27.80
Central Labor Council		24.00		BENICIA	
Communications Workers				Machinists No. 1687	245.00
No. 9416		380.00		BERKELEY	
Electrical Workers No. 428		499.00		Carpenters and Joiners	
Hod Carriers and Common				No. 1158	395.10
Laborers No. 220		1,043.00		Clerical, Technical and	
Hotel and Restaurant				Professional Employees	
Employees No. 550		1,200.00		No. 1695	133.65
				Meat Cutters and Butchers	
				No. 526	75.60

Painters and Decorators No. 40	324.65	CLARKSBURG Sugar Workers No. 182	113.45
Teachers No. 1078	296.25	CLEVELAND, OHIO California Legislative Board of Brotherhood of	
United Auto Workers No. 567	34.00	Railroad Trainmen	24.00
BETTERAVIA Sugar Workers No. 178	210.15	Railroad Trainmen No. 71	328.60
BEVERLY HILLS Winery Workers No. 51	115.00	Railroad Trainmen No. 74	453.55
BIJOU Carpenters and Joiners		Railroad Trainmen No. 78	365.80
No. 1789	235.20	Railroad Trainmen No. 236	6.15
BISHOP Painters and Decorators		Railroad Trainmen No. 278	192.90
No. 1688	48.00	Railroad Trainmen No. 321	21.85
Construction and General		Railroad Trainmen No. 340	246.75
Laborers No. 302	120.00	Railroad Trainmen No. 367	137.15
BRAWLEY Beet Sugar Refinery Workers		Railroad Trainmen No. 385	627.10
No. 174	275.50	Railroad Trainmen No. 390	693.85
BREA Rubber Workers No. 490	45.95	Railroad Trainmen No. 406	737.80
BURBANK Plasterers No. 739	635.35	Railroad Trainmen No. 408	21.75
Studio Teachers No. 884	50.70	Railroad Trainmen No. 420	157.25
BURLINGAME Butchers No. 516	1,046.85	Railroad Trainmen No. 430	272.75
BURNEY Woodworkers No. 269	229.35	Railroad Trainmen No. 448	728.80
CAMARILLO Musicians No. 581	57.50	Railroad Trainmen No. 458	184.05
CHESTER Lumber and Sawmill Workers		Railroad Trainmen No. 465	555.85
No. 3074	1,182.50	Railroad Trainmen No. 472	174.35
CHICO Building and Construction		Railroad Trainmen No. 566	180.85
Trades Council	22.00	Railroad Trainmen No. 653	105.45
Barbers No. 354	48.00	Railroad Trainmen No. 677	114.15
Carpenters and Joiners		Railroad Trainmen No. 687	41.60
No. 2043	278.90	Railroad Trainmen No. 729	22.20
Carpenters and Joiners		Railroad Trainmen No. 739	158.05
No. 2838	172.30	Railroad Trainmen No. 744	4.80
Lathers No. 156	8.00	Railroad Trainmen No. 812	71.85
Millmen No. 1495	635.65	Railroad Trainmen No. 817	57.60
Motion Picture Projectionists		Railroad Trainmen No. 841	75.45
No. 501	8.60	Railroad Trainmen No. 843	88.65
Musicians No. 508	92.00	Railroad Trainmen No. 849	10.95
Pipe Trades District Council		Railroad Trainmen No. 850	41.75
No. 36	24.00	Railroad Trainmen No. 871	186.40
Plasterers and Cement		Railroad Trainmen No. 876	58.95
Masons No. 836	91.15	Railroad Trainmen No. 912	388.80
Plumbers and Steamfitters		Railroad Trainmen No. 970	62.55
No. 607	203.85	Railroad Trainmen No. 994	22.05
Retail Clerks No. 17	200.00	Railroad Trainmen No. 1001	43.50
Typographical No. 667	45.00	Railroad Trainmen No. 1003	79.70
CITY OF COMMERCE Glass Bottle Blowers No. 224	180.00	Railroad Trainmen No. 1017	94.45
CITY OF INDUSTRY Rubber Workers No. 585	270.10	Railroad Trainmen No. 1019	1.40
Rubber Workers No. 721	63.00	Railroad Trainmen No. 1036	167.00
		Railroad Trainmen No. 1042	142.55
		Railroad Trainmen No. 1046	168.75
		Railroad Trainmen No. 1060	21.00
		Railroad Trainmen No. 1073	145.75
		Railroad Trainmen No. 1082	12.75
		Railroad Trainmen No. 1095	113.85
		Railroad Trainmen No. 1116	75.10
		COACHELLA United Packinghouse Workers	
		No. 769	466.00
		COLMA Cemetery Workers and Greens	
		Attendants No. 265	230.85
		COLTON Cement Masons No. 97	50.00
		Operative Potters No. 226	180.00

Railway Clerks No. 1376	122.40	Construction and General	
Steelworkers No. 5647	85.90	Laborers No. 1119	273.05
United Cement, Lime and		Imperial County Federation	
Gypsum Workers No. 89	240.85	of Teachers No. 1549	22.00
COMPTON		Plasterers and Cement Masons	
Carpenters and Joiners		No. 572	31.10
No. 1437	876.65	Theatrical Employees No. 656	24.60
Chemical Workers Joint		EL CERRITO	
Council No. 4	24.00	Operative Potters No. 165	10.00
CONCORD		Teachers No. 866	386.10
Machinists No. 1173	1,003.05	EL MONTE	
CORONA		Carpenters and Joiners	
Brick and Clay Workers		No. 1507	2,205.15
No. 615	120.00	Chemical Workers No. 78	231.25
Carpenters and Joiners		Glass Bottle Blowers No. 39	131.75
No. 2048	66.50	Hod Carriers and General	
Glass Bottle Blowers No. 192 ..	202.05	Laborers No. 1082	1,632.00
CORONADO		Painters and Decorators	
Masters, Mates and Pilots		No. 254	625.80
No. 12	48.00	EL SEGUNDO	
COVINA		Air Transport Workers	
Communications Workers		No. 502	480.00
No. 9579	404.85	Oil, Chemical and Atomic	
CROCKETT		Workers No. 547	1,144.55
Sugar Workers No. 1	1,289.30	ELSINORE	
CULVER CITY		Brick and Clay Workers	
Stove Mounters No. 68	141.30	No. 843	112.45
CUPERTINO		ELK CREEK	
United Cement, Lime and		Lumber and Sawmill Workers	
Gypsum Workers No. 100	148.30	No. 2688	83.40
DALY CITY		EMERYVILLE	
Daly City Municipal		Oil, Chemical and Atomic	
Employees No. 919	77.60	Workers No. 589	409.25
North County School District		Steelworkers No. 1304	1,096.05
Employees No. 377	143.60	EUREKA	
Teachers No. 1481	93.60	Bakers No. 195	48.45
DAVENPORT		Barbers No. 431	98.80
United Cement, Lime and		Bartenders No. 318	214.45
Gypsum Workers No. 46	240.00	Building and Construction	
DELANO		Trades Council	24.00
United Farm Workers		Butchers No. 516-2	178.90
Organizing Committee	1,730.75	Central Labor Council	24.00
DIAMOND SPRINGS		Cooks and Waiters No. 220	585.40
United Cement, Lime and		Electrical Workers No. 482	108.50
Gypsum Workers No. 158	51.05	Hod Carriers No. 181	677.55
DOWNEY		Hospital and Institutional	
Communications Workers		Workers No. 327	108.00
No. 9595	1,080.00	Humboldt County Employees	
Rubber Workers No. 451	752.05	Association No. 1684	683.00
Rubber Workers No. 171	132.35	Laundry Workers No. 156	48.90
DUNSMUIR		Lumber and Sawmill Workers	
Switchmen No. 258	30.30	No. 2592	618.00
EL CAJON		Lumber and Sawmill Workers	
Carpenters and Joiners		No. 3019	395.60
No. 2398	593.40	Machinists No. 540	264.10
EL CENTRO		Municipal Employees No. 54 ..	20.00
Building and Construction		Painters and Decorators	
Trades Council	24.00	No. 1034	56.00
Central Labor Council	24.00	Plasterers and Cement	
		Finishers No. 481	64.84
		Plumbers No. 471	48.00

Plywood and Veneer Workers No. 2931	243.05	Hamilton Air Force Base Fire Fighters No. F-134	12.50
Printing Pressmen and Assistants No. 279	40.00	Fire Fighters No. 1490	11.00
Redwood District Council of Lumber and Sawmill Workers	24.00	Lemoore Federal Fire Fighters No. F-102	55.45
Retail Clerks No. 541	445.50	Fire Fighters Association No. 1477	13.10
Typographical No. 207	67.50	Fire Fighters Association No. 1225	11.95
FEDERATED FIRE FIGHTERS		Federal Fire Fighters, Long Beach Veterans Administra- tion Hospital No. F-58	5.10
Federated Fire Fighters of California	24.00	Fire Fighters Association No. 372	495.35
Federal Naval Fire Fighters of the Bay Area No. F-15	69.05	Fire Fighters Association No. 1167	27.10
Fire Fighters Association No. 689	88.70	Fire Fighters Association of Los Angeles City No. 748	1,112.00
Alhambra Fire Fighters No. 1578	73.55	Los Angeles County Fire Fighters No. 1014	1,637.75
Fire Fighters Association No. 1428	17.95	Los Gatos Fire Fighters No. 1566	21.85
Bakersfield Fire Fighters No. 844	97.30	Fire Fighters Association Santa Clara County No. 1165	65.90
Kern County Fire Fighters Association No. 1301	316.35	Madera City Fire Fighters No. 1466	8.30
Benicia Fire Fighters No. 1610	10.30	Fire Fighters Association No. 1479	37.70
Fire Fighters Association No. 1227	201.40	Fire Fighters Association No. 1396	47.85
Brisbane Fire Fighters No. 1725	3.80	Milpitas Fire Fighters No. 1699	13.25
Fire Fighters Association No. 778	127.25	Fire Fighters Association No. 1289	62.35
Sacramento Fire Fighters No. 1412	73.40	Fire Fighters Association No. 1473	16.30
China Lake Fire Fighters No. F-32	79.10	Fire Fighters Association No. 1353	8.55
Claremont Fire Fighters No. 1705	9.80	Fire Fighters Association No. 1483	19.50
Clovis Fire Fighters No. 1695	3.65	Fire Fighters Association No. 55	900.35
Fire Fighters Association of Contra Costa County No. 1230	336.85	Federal Fire Fighters Association No. F-85	94.85
Fire Fighters Association No. 1475	7.20	Fire Fighters Association No. 1430	71.95
Fire Fighters Association No. 1465	46.90	Oxnard Fire Fighters No. 1684	32.00
Fire Fighters Association No. 652	51.40	Pacifica Fire Fighters No. 1543	27.15
Humboldt Fire District No. 177055	Fire Fighters Association No. 809	192.15
Fallbrook Fire Fighters No. 1622	8.50	Petaluma Fire Fighters Association No. 1415	22.00
Fire Fighters No. 1274	31.95	Federal Fire Fighters Flight Test Center No. F-53	136.50
Fremont Fire Fighters No. 1689	46.85	Fire Fighters No. 1354	34.55
Fire Fighters Association No. 753	299.15	Fire Fighters Association No. 188	159.35
Fresno County Fire Fighters No. 1180	31.75	Fire Fighters Association No. 1592	20.15
California State Forestry Fire Fighters Association No. 1388	23.05	Federal Fire Fighters Greater Sacramento Area No. F-57 ..	79.00
Glendora Fire Fighters No. 1519	22.60		

Fire Fighters Association No. 522	488.40	FREMONT Teachers No. 1494	68.90
Fire Fighters Association No. 1270	66.60	United Auto Workers No. 1364	2,500.13
Fire Fighters Association No. 891	192.05	FRESH POND Lumber and Sawmill Workers No. 2561	91.10
Federal Fire Fighters San Diego Area No. F-33	121.50	FRESNO Bakers No. 43	537.15
Fire Fighters Association No. 145	599.95	Barbers and Beauticians No. 333	140.70
Fire Fighters Association No. 873	448.60	Bricklayers No. 1	115.00
Fire Fighters Association No. 1171	82.45	Building Service Employees No. 110	615.30
Santa Cruz Fire Fighters No. 1716	14.20	Butchers No. 126	1,438.35
Santa Monica Fire Fighters No. 1109	73.15	Central Labor Council	24.00
Fire Fighters Association No. 1401	56.15	Chemical Workers No. 97	90.00
Fire Fighters Association of Seaside No. 1218	28.40	Central California Classified School Employees No. 1206	44.55
Fire Fighters Association No. 810	55.60	City Civil Service Employees No. 565	12.60
South San Francisco Fire Fighters No. 1507	58.75	Classified School Employees No. 562	37.60
Fire Fighters Association No. 1434	28.95	Communications Workers No. 9408	720.00
Fire Fighters Association No. 1229	192.55	Cooks No. 230	90.35
Fire Fighters Association of San Joaquin County No. 1243	54.40	Culinary, Bartenders and Hotel Service Workers No. 62	1,055.00
Fire Fighters Association No. 1138	138.50	Electrical Workers No. 100	175.50
Fire Fighters Association No. 1186	93.00	Fresno County Public Employees No. 458	178.30
Vandenberg Fire Fighters No. F-116	31.20	Hod Carriers and Common Laborers No. 294	1,056.30
Fire Fighters Association No. 1429	29.65	Iron Workers No. 155	368.00
Fire Fighters of Santa Cruz County No. 1272	19.80	Iron Workers No. 624	72.00
West Sacramento Fire Fighters No. 1482	23.65	Joint Executive Board, Culinary, Bartenders and Hotel Workers	7.00
Whittier Fire Fighters No. 1503	87.90	Lathers No. 83	46.80
FAIRFIELD Communications Workers No. 9422	306.75	Machinists No. 653	1,088.85
FEATHER FALLS Lumber and Sawmill Workers No. 2801	198.15	Machinists No. 1309	1,091.15
FONTANA State, County and Municipal Employees No. 690	18.35	Millmen No. 1496	197.30
Steelworkers No. 2869	240.00	Motion Picture Operators No. 599	39.90
Steelworkers No. 5632	240.00	Motor Coach Operators No. 1027	63.65
FORT BRAGG Carpenters and Joiners No. 1376	44.15	Musicians No. 210	48.00
		Plasterers and Cement Finishers No. 188	218.50
		Plumbers and Steamfitters No. 246	493.20
		Printing Pressmen No. 159	45.10
		Production No. 3184	384.50
		Retail Food, Drug and Liquor Clerks No. 1288	1,560.00
		Sequoia District Council of Carpenters	24.00
		Sheet Metal Workers No. 252	218.75
		Stereotypers No. 104	35.40
		Theatrical Stage Employees No. 158	34.20
		Typographical Union No. 144	240.00

Upholsterers No. 26	30.35	Film Technicians No. 683	3,000.00
Winery and Distillery Workers No. 45	120.00	Hollywood AFL Film Council	24.00
FULLERTON		Hollywood Painters No. 5	577.40
Flat Glass Workers No. 187	65.95	Machinists No. 1185	180.00
Painters and Decorators No. 1817	510.60	Make-Up Artists No. 706	440.65
GARDENA		Motion Picture Costumers No. 705	312.00
South Bay Teachers No. 1301	54.00	Motion Picture Crafts Service No. 727	180.00
Steelworkers No. 2273	217.80	Motion Picture Film Editors No. 776	1,008.00
GLENDALE		Motion Picture Photographers No. 659	360.00
Brick and Clay Workers No. 774	833.75	Motion Picture Screen Cartoonists No. 839	914.35
Brick and Clay Workers No. 820	243.30	Motion Picture Set Painters No. 729	318.00
Carpenters and Joiners No. 563	279.10	Motion Picture Sound Technicians No. 695	360.00
Cement Finishers No. 893	678.75	Motion Picture Studio Art Craftsmen No. 790	62.25
Painters and Decorators No. 713	552.85	Motion Picture Studio Cinetechnicians No. 789	740.70
Plumbers and Pipe Fitters No. 761	1,471.30	Motion Picture Studio Electrical Technicians No. 728	575.00
Post Office Clerks No. 841	235.10	Motion Picture Studio First-Aid Employees No. 767	104.70
Typographical No. 871	74.50	Motion Picture Studio Projectionists No. 165	395.10
Bartenders and Culinary Workers No. 368	792.45	National Broadcast Employees No. 53	1,205.00
GRASS VALLEY		Office Employees No. 174	984.25
HANFORD		Post Office Clerks No. 1256	29.50
United Rubber Workers No. 703	595.10	Publicists No. 818	436.65
HAWTHORNE		Scenic Artists No. 816	175.25
Stove, Furnace and Allied Appliance Workers No. 123-B	246.00	Screen Actors Guild	6,000.00
HAYWARD		Screen Extra Guild, Inc.	3,600.00
Brewery Workers No. 293	156.50	Script Supervisors No. 871	148.05
Carpenters and Joiners No. 1622	2,160.00	Set Designers and Model Makers No. 847	144.75
Communications Workers No. 9412	661.55	Society of Motion Picture Art Directors No. 876	180.00
Culinary Workers and Bartenders No. 823	3,342.10	Story Analysts No. 854	76.60
Glass Bottle Blowers No. 53	290.30	Studio Carpenters No. 946	138.00
Glass Bottle Blowers No. 82	56.70	Studio Electricians No. 40	240.00
Hayward Federation of Teachers No. 1423	31.60	Studio Grips No. 80	720.00
Painters and Decorators No. 1178	685.55	Studio Utility Employees No. 724	1,140.00
Steelworkers No. 5004	598.85	Treasurers and Ticket Sellers No. 857	95.75
HOLLYWOOD		United Auto Workers No. 179	868.00
Actors Equity Association	373.75	HUNTINGTON BEACH	
Affiliated Property Craftsmen No. 44	2,400.00	Communications Workers No. 9582	353.65
American Federation of Television and Radio Artists	360.00	HUNTINGTON PARK	
American Guild of Musical Artists	240.00	Allied Industrial Workers No. 990	360.00
Broadcast, Television and Recording Engineers No. 45	480.00	Butchers No. 563	3,397.60
Building Service Employees No. 278	507.15	California Federation of Post Office Clerks	24.00
		Furniture Workers No. 1010	726.00
		Glass Bottle Blowers No. 114	355.00

Glass Bottle Blowers No. 141 ..	51.90	Cement Finishers No. 791	312.80
Glass Bottle Blowers No. 137	1,831.75	Chemical Workers No. 1	435.85
Machinists No. 1571	1,737.00	Chemical Workers No. 255	474.10
Packinghouse Workers		City Employees No. 112	157.13
No. 78-C	181.85	Communications Workers	
Painters and Decorators		No. 9571	1,009.50
No. 95	181.85	Culinary Alliance No. 681	6,754.60
INGLEWOOD		Dry Dock and Ordinance	
Painters and Decorators		Painters No. 1501	49.50
No. 1346	656.05	Joint Executive Board of	
IONE		Culinary Workers	24.00
Brick and Clay Workers		Lathers No. 172	69.40
No. 750	48.00	Lifeguards No. 1292	46.50
Brick and Clay Workers		Machinists No. 1235	625.00
No. 844	46.00	Motion Picture Projectionists	
Glass Bottle Blowers No. 80	88.90	No. 521	79.35
KLAMATH		Musicians Association No. 353	125.00
Lumber and Sawmill Workers		Oil, Chemical and Atomic	
No. 2505	260.30	Workers No. 128	6,163.45
LA JOLLA		Painters and Decorators	
Carpenters and Joiners		No. 256	781.95
No. 1358	201.50	Plasterers and Cement	
LAKEWOOD		Finishers No. 343	172.60
Laborers Local No. 507	2,065.00	Printing Pressmen No. 285	96.25
LA MESA		Retail Clerks No. 324	4,830.00
National Broadcast Employees		Roofers No. 72	151.10
No. 54	63.40	Rubber Workers No. 560	441.95
LANCASTER		Sheet Metal Workers No. 420	660.00
Communications Workers		State Council Culinary	
No. 9577	112.65	Workers, Bartenders, and	
LA PUENTE		Hotel Service Employees	24.00
Rubber Workers No. 766	1,216.05	Teachers No. 1263	41.00
LATHROP		Teachers No. 1384	98.05
United Glass and Ceramic		Typographical No. 650	223.20
Workers No. 418	739.65	United Auto Workers No. 148	19,073.60
LAWNDALE		United Auto Workers No. 805	291.20
Glass Bottle Blowers No. 19	367.70	Utility Workers No. 246	692.95
LIVERMORE		LOS ANGELES	
Barbers No. 270	11.85	Advertising and Public	
Chemical Workers No. 422	95.95	Relations Employees	
Machinists No. 1577	76.05	No. 518	30.45
LODI		Amalgamated Transit No. 1277	1,136.05
American Federation of Grain		American Federation of State,	
Millers No. 59	450.10	County and Municipal	
Carpenters and Joiners		Employees No. 49	18.00
No. 1418	250.70	American Flint Glass	
Typographical No. 983	48.00	Workers No. 139	278.15
LOMPOC		American Guild of Variety	
Chemical Workers No. 146	503.25	Artists	360.00
LONG BEACH		Amusement Area Employees	
Asbestos Workers No. 20	48.00	No. B-192	75.00
Bakers No. 31	200.90	Asbestos Workers No. 5	375.00
Barbers No. 622	139.45	Auto, Marine, Production	
Bartenders No. 686	1,221.65	Finishers and Equipment	
Bricklayers No. 13	300.00	Painters No. 1798	480.00
Building and Construction		Bakers No. 453	260.00
Trades Council	24.00	Barbers No. 1000	1,551.60
Carpenters and Joiners		Bartenders No. 284	2,077.85
No. 710	274.55	Beauticians No. 295-A	52.30
		Bill Posters and Billers No. 32	125.00
		Boilermakers No. 92	960.00
		Bookbinders No. 63	720.00
		Brewery and Distillery	
		Workers No. 7	48.00

Bricklayers No. 2	540.00	Film Exchange Employees	
Brick and Clay Workers		No. 61-B	105.35
No. 661	43.00	Fur Workers No. 87-F	243.60
Building Service Employees		Furniture No. 500	240.00
No. 193	60.00	Glass Bottle Blowers No. 29	385.30
Bus Drivers No. 1222	240.00	Gunite Workers No. 345	358.55
Cabinet Makers and Millmen		Health Workers No. 1036	43.35
No. 721	3,028.60	Hod Carriers and Common	
California Social Service		Laborers No. 300	12,000.00
Agencies of Jewish		Hod Carriers and Common	
Federation No. 1108	12.90	Laborers No. 696	130.00
California State Association of		Hotel Service Employees	
Electrical Workers	24.00	No. 765	480.00
California State Council of		Housing Authority No. 143	52.70
Building Service Employees		Insurance Workers No. 83	1,231.80
California State Association of		Iron Workers No. 509	840.00
Letter Carriers	22.00	I. U. Electrical Workers	
Cap Makers No. 22	62.50	No. 850	312.55
Carpenters and Joiners No. 25	299.45	I. U. Electrical Workers	
Carpenters and Joiners		No. 854	710.25
No. 929	805.40	I. U. Electrical Workers	
Carpenters and Joiners		No. 1511	70.75
No. 1497	189.55	I. U. Electrical Workers	
Carpenters and Joiners		No. 1514	137.55
No. 1976	558.35	Jewelry Workers No. 23	335.00
Carpet, Linoleum and Soft		Joint Council Building Service	
Tile Workers No. 1247	730.15	Employees of Southern	
Cement Masons No. 627	297.25	California No. 8	36.00
Chemical Workers No. 11	530.00	Joint Executive Board	
Chemical Workers No. 350	70.60	Culinary Workers	24.00
Chemical Workers No. 452	781.65	Joint Executive Conference	
Cleaners, Dyers and Pressers		Electrical Workers of	
No. 268	480.00	Southern California	24.00
Cloak Makers No. 58	425.00	Ladies Garment Workers	
Clothing Workers No. 55-D	225.00	No. 55	845.00
Clothing Workers No. 81	180.00	Ladies Garment Workers	
Clothing Workers No. 278	1,560.00	No. 84	292.50
Clothing Workers No. 408	660.00	Ladies Garment Workers	
Commercial Telegraphers		No. 96	320.00
No. 48	300.00	Ladies Garment Workers	
Communications Workers		No. 97	198.75
No. 9502	747.50	Ladies Garment Workers	
Cooks No. 468	3,000.00	No. 451	180.00
Council of Federated		Ladies Garment Workers	
Municipal Crafts	27.00	No. 482	480.00
Dental Technicians No. 100	120.00	Ladies Garment Workers	
Designers Guild of Ladies		No. 483	131.25
Apparel No. 452	48.00	Ladies Garment Workers	
Dining Car Employees No. 582	200.00	No. 496	120.00
District Council Brick and		Ladies Garment Workers	
Clay Workers No. 11	24.00	No. 497	525.00
District Council of Carpenters	25.00	Ladies Garment Workers	
District Council of Machinists		No. 512	105.00
No. 94	24.00	Lathers No. 42	551.45
District Council of Painters		Lathers No. 42-A	424.05
No. 36	23.00	Lithographers and	
District Council of Plasterers		Photoengravers No. 262	1,442.40
and Cement Masons of		Los Angeles Allied Printing	
Southern California	24.00	Trades Council	24.00
Electrical Workers No. 11	6,000.00	Los Angeles Building and	
Electrical Workers No. B-18 ..	720.00	Construction Trades Council	24.00
Electrical Workers No. 1710 ..	696.00	Los Angeles City Employees	
Electrotypers No. 137	61.35	No. 347	184.00
Elevator Constructors No. 18 ..	201.60		

Los Angeles City Employees No. 119	96.75	Packinghouse, Food and Allied Workers No. 1138	284.00
Los Angeles City and County School Employees No. 99	600.00	Painters and Decorators No. 1348	508.85
Los Angeler County Employees No. 187	21.25	Paper Handlers No. 3	120.00
Los Angeles County Employees No. 434	1,875.00	Paper Makers No. 208	141.60
Los Angeles County Federation of Labor	24.00	Paper Makers No. 349	117.50
Los Angeles County Guards No. 790	45.60	Pari-Mutual Employees Guild No. 280	480.00
Los Angeles County Park and Recreation Department Employees No. 517	291.75	Pattern Makers Association ...	96.00
Los Angeles County Probation Officers No. 685	867.60	Plasterers No. 2	200.00
Los Angeles County Superior Court Clerks No. 575	130.30	Plumbers No. 78	2,551.75
Los Angeles County Superior Court Reporters No. 788	21.65	Printing Specialties, Printing Pressmen No. 495	165.45
Los Angeles Department of Water and Power Employees No. 233	255.40	Printing Specialties and Paper Converters No. 388	1,150.00
Los Angeles Leather, Luggage Employees No. 213-L	600.00	Printing Specialties and Paper Products No. 522	409.95
Los Angeles Municipal Employees No. 319	120.39	Provision House Workers No. 274	4,309.65
Los Angeles Union Label Council	24.00	Public Service Carpenters No. 2231	210.20
Lumber and Sawmill Workers No. 2288	796.70	Pulp, Sulphite and Paper Mill Workers No. 268	73.45
Machinists No. 311	4,930.70	Pulp, Sulphite and Paper Mill Workers No. 307	1,305.00
Machinists No. 1186	3,000.00	Railway Clerks No. 928	27.50
Mailers No. 9	480.00	Railway Clerks No. 3049	379.50
Meat Cutters No. 421	3,000.00	Railway News Service No. 357	65.20
Metal Polishers No. 67	72.00	Reinforced Iron Workers No. 416	690.00
Metal Trades Council of Southern California	24.00	Railway and Steamship Clerks No. 2114	72.00
Millwrights No. 1607	721.70	Roofers No. 36	444.70
Miscellaneous Employees No. 440	3,291.95	Rubber Workers No. 43	586.25
Miscellaneous Foremen and Public Works Superintendents No. 413	217.80	Rubber Workers No. 44	936.60
Molders and Foundry Workers No. 374	168.00	Rubber Workers No. 131	1,547.30
Motion Picture Projectionists No. 150	755.15	Rubber Workers No. 141	361.05
Musicians No. 47	2,400.00	Rubber Workers No. 335	137.50
Newspaper Guild No. 69	1,287.25	Rubber Workers No. 428	126.60
Newspaper Pressmen No. 18 ..	720.00	Rubber Workers No. 430	23.30
Office Employees No. 30	2,035.00	Rubber Workers No. 458	1,552.35
Offset Workers Printing Pressmen and Assistants No. 78	660.00	Rubber Workers No. 656	100.05
Operating Engineers No. 12	12,240.00	Service and Maintenance Employees No. 399	1,200.00
Ornamental Iron Workers No. 792	466.75	Sheet Metal Workers No. 108 ..	4,794.20
Packinghouse Workers District Council No. 14	24.00	Sign and Pictorial Painters No. 831	115.00
Packinghouse Workers No. 200	342.90	Sleeping Car Porters	105.00
		Social Workers No. 535	1,001.90
		Southern California Communications Workers Council	19.00
		Southern California Conference of Allied Printing Trades Council	24.00
		Southern California District Council of Laborers	24.00
		Southern California District Council of Lathers	24.00
		Southern California Joint Board of Amalgamated Clothing Workers	24.00

Southern California Printing Specialties and Paper Products Joint Council No. 2		23.00	MARTELL Carpenters and Joiners No. 1522		17.00
Southern California Pipe Trades District Council No. 16		24.00	MARTINEZ Building and Construction Trades Council		24.00
Southern California Typographical Conference		24.00	Central Labor Council		24.00
Sportswear and Cotton Garment Workers No. 266		960.00	Carpenters and Joiners No. 2046		2,480.95
Sprinkler Fitters No. 709		420.00	Construction and General Laborers No. 324		2,984.20
Stage Employees No. 33		330.00	Contra Costa County Employees No. 1675		852.25
State, County and Municipal Employees No. 800		212.15	Electrical Workers No. 302		912.00
State Employees No. 361		6.00	Northern California Joint Executive Board of		
Stationary Operating Engineers No. 501		1,020.00	Electrical Workers		24.00
Steelworkers No. 1547		51.95	Oil, Chemical and Atomic Workers No. 5		2,365.80
Steelworkers No. 5504		277.55	Painters and Decorators No. 741		180.00
Stereotypers No. 58		396.00	Plumbers and Pipe Fitters No. 159		450.00
Structural Iron Workers No. 433		148.00	Retail Clerks No. 1179		1,200.00
Teachers No. 1021		360.00	Typographical No. 597		93.85
Textile Workers No. 99		421.90	MARYSVILLE Bartenders and Culinary Alliance No. 715		230.00
Textile Workers No. 915		241.45	Central Labor Council		24.00
Textile Workers No. 1291		112.20	Hod Carriers and General Laborers No. 121		510.00
Theatrical Press Agents and Managers No. 18032		48.00	Musicians No. 158		30.00
Theatrical Wardrobe Attendants No. 768		44.10	MAYWOOD Steelworkers Union		822.65
Tile Layers No. 18		600.00	United Auto Workers No. 509		3,884.30
Typographical No. 174		1,739.00	United Auto Workers No. 808		722.20
United Auto Workers No. 887		9,558.35	MENLO PARK Utility Workers No. 160-C		107.60
United Federation of Postal Clerks No. 82-T		48.00	MERCED Central Labor Council		24.00
United Garment Workers No. 94		14.00	City and County Employees No. 1285		49.55
United Garment Workers No. 125		305.85	Communications Workers No. 9407		210.00
Upholsterers No. 15		384.00	Construction and General Laborers No. 995		446.30
Utility Workers No. 132		1,934.30	Musicians Protective No. 454		108.00
Waiters No. 17		3,600.00	MILPITAS United Auto Workers No. 560		2,553.70
Waitresses No. 639		5,530.80	MODESTO Barbers No. 787		77.00
Wholesale Wine and Liquor Salesmen No. 151		104.60	Building and Construction Trades Council		24.00
Wholesale Wine and Liquor Salesmen No. 187		110.45	Carpenters and Joiners No. 1235		798.15
LOS GATOS Carpenters and Joiners No. 2006		861.30	Central Labor Council		24.00
Communications Workers No. 9570		44.00	Chemical Workers No. 190		154.20
LOS NIETOS Brick and Clay Workers No. 824		309.50	Culinary Workers and Bartenders No. 542		1,230.00
MADERA Madera Federation of Teachers No. 1694		7.10	Electrical Workers No. 684		398.15
MANTECA Carpenters and Joiners No. 1869		251.44	Glass Bottle Blowers No. 17		240.00
Sugar Workers No. 177		128.94	Hod Carriers and General		

Laborers No. 1130	524.75
Musicians No. 652	111.25
Plasterers No. 429	179.75
Plumbers and Steamfitters No. 437	240.00
Sheet Metal Workers No. 495	96.00
Sign and Pictorial Artists No. 1629	46.00
Stage Employees No. 564	48.00
Typographical No. 689	84.00

MONTEREY

Barbers No. 896	84.00
Building and Construction Trades Council	24.00
Carpenters and Joiners No. 1323	663.75
Central Labor Council	24.00
Communications Workers No. 9426	174.75
Electrical Workers No. 1072 ..	120.75
Fish Cannery Workers of the Pacific	146.15
Hod Carriers and Common Laborers No. 690	457.05
Hotel, Restaurant Employees and Bartenders No. 483	1,495.15
Roofers No. 50	73.20
Seine and Line Fishermen	180.00

MONTEREY PARK

Steelworkers No. 1502	848.00
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MOUNTAIN VIEW

Carpenters and Joiners No. 1280	1,454.25
Hardwood Floor Layers No. 1861	303.55

McCLOUD

Woodworkers No. 3-64	754.00
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NAPA

Barbers No. 595	55.60
Bartenders and Culinary Workers No. 753	647.60
Carpenters and Joiners No. 2114	240.60
Central Labor Council	24.00
Hod Carriers and General Laborers No. 371	482.30
Machinists No. 1419	276.15
Musicians Protective No. 541 ..	40.00
Plasterers and Cement Finishers No. 766	43.70
United Garment Workers No. 197	525.45

NEWARK

Chemical Workers No. 62	197.80
Chemical Workers No. 802	44.70

NEW YORK

National Maritime Unions of California	625.00
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NILES

Brick and Clay Workers No. 793	52.80
Steelworkers No. 3367	599.95

NORTH FORK

Lumber and Sawmill Workers No. 2762	184.75
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NORWALK

Chemical Workers No. 748	141.80
Operative Potters No. 307	52.40
Rubber Workers No. 158	110.35

OAKLAND

Allied Printing Trades Council Auto and Ship Painters No. 1176	24.00
Automobile Salesmen No. 1095 ..	690.00
Automotive Machinists No. 1546	262.00
Barbers No. 134	6,880.05
Bartenders No. 52	600.00
Boilermakers No. 10	1,401.80
Bricklayers No. 8	480.00
Bricklayers No. 8	240.00
Building and Construction Trades Council of Alameda County	24.00
Building Service Employees No. 18	2,550.45
Butchers No. 120	2,700.00
California Legislative and Co-ordinating Council	24.00
Carpenters and Joiners No. 36 ..	1,948.30
Carpenters and Joiners No. 1473	615.36
Carpet and Linoleum and Soft Tile Workers No. 1290	375.00
Cement Masons No. 594	435.00
Cemetery Workers and Greens Attendants No. 322 ..	184.60
Central Labor Council of Alameda County	18.00
Cleaning and Dye House Workers No. 3009	1,471.45
Clerks and Lumber Handlers No. 939	90.00
Commercial Telegraphers No. 208	75.00
Communications Workers Bay Area Council	24.00
Communications Workers No. 9490	1,650.00
Communications Workers No. 9415	862.50
Construction and General Laborers No. 304	3,600.00
Cooks No. 228	1,680.00
Culinary Alliance No. 31	3,847.05
Dining Car Cooks and Waiters No. 456	288.00
District Council of Chemical Workers	24.00
District Council of Painters No. 16	23.00
District Lodge of Machinists No. 115	24.00
East Bay Municipal Employees No. 390	390.00
East Bay Municipal District Employees No. 444	257.60

Electrical Workers No. 595	1,488.00	Technical Engineers No. 39	45.80
Electrical Workers No. 1245 ..	10,800.00	Theatrical Employees No. B-82 ..	77.00
Electronic, Plastic and Metal Production Lodge No. 1518 ..	1,250.00	Theatrical Janitors No. 121	182.45
Floorlayers and Carpenters No. 1861	30.00	Theatrical Stage Employees No. 107	46.50
Gardeners, Florists and Nurserymen No. 1206	113.85	Tool and Die Makers No. 1176 ..	36.30
Glass Bottle Blowers No. 2	120.00	Typographical No. 36	725.80
Glass Bottle Blowers No. 141 ..	720.00	United Auto Workers No. 76 ..	1,079.00
Glass Bottle Blowers No. 142 ..	107.25	University of California Employees No. 371	216.15
Glass Bottle Blowers No. 155 ..	374.25	OCEANSIDE	
Hod Carriers No. 166	504.00	Oceanside-Carlsbad Teachers No. 1344	40.90
Ink and Roller Makers No. 5 ..	375.00	OMO RANCH	
Insurance Workers No. 30	155.00	Lumber and Sawmill Workers No. 2728	176.70
Iron Workers No. 378	250.00	ONTARIO	
Lathers No. 88	204.00	District Council of Machinists No. 120	36.00
Laundry Workers No. 2	1,330.95	Operative Potters No. 319	176.05
Machinists No. 284	2,400.00	Machinists Lodge No. 821	427.05
Millmen No. 550	120.00	OREGON	
Motion Picture Projectionists No. 169	107.00	I. B. of Electrical Workers No. 659	120.00
Newspaper Printing Pressmen No. 39	129.70	ORO GRANDE	
Northern California Auto Machinists Council	24.00	Cement Workers No. 192	224.40
Northern California District Joint Council	24.00	OROVILLE	
Northern California Typographical Conference ..	24.00	Barbers No. 643	48.00
Oakland, California Unified School Employees Union No. 257	353.40	Bartenders and Culinary Workers No. 654	534.05
Office Employees No. 29	3,000.00	Butchers No. 460	58.80
Painters and Decorators No. 127	398.60	Carpenters and Joiners No. 1240	513.15
Paint Makers No. 1101	613.20	Central Labor Council Butte County	24.00
Plasterers No. 112	110.00	OXNARD	
Plumbers and Gas Fitters No. 444	1,080.00	Barbers No. 959	53.20
Printing Pressmen No. 125	592.00	Carpenters and Joiners No. 2042	453.45
Printing Specialties and Paper Products No. 382	1,248.00	Communications Workers No. 9575	389.85
Printing Specialties and Paper Products No. 677	187.00	Steelworkers No. 2029	82.80
Printing Specialties and Paper Products No. 678	748.65	PALM CITY	
Railway Carmen No. 735	93.50	Carpenters and Joiners No. 1490	122.25
Railway Clerks No. 1304	136.35	PALMDALE	
Retail Food Clerks No. 870	1,440.00	Painters and Decorators No. 1793	60.00
Roofers No. 81	300.00	PALM SPRINGS	
Rubber Workers No. 64	142.75	Carpenters and Joiners No. 1046	277.20
Rubber Workers No. 78	139.30	Lathers No. 454	40.55
Scrapworkers No. 1088	259.00	Painters and Decorators No. 1627	123.00
Sheet Metal Workers No. 216 ..	600.00	PALO ALTO	
Shipyard and Marine Shop Laborers No. 886	660.00	Bindery Workers No. 21	48.90
Sleeping Car Porters	240.00	Carpenters and Joiners No. 668	1,065.30
Steamfitters and Helpers No. 342	1,530.00	Communications Workers No. 9409	860.00
Steelworkers No. 1798	487.10		
Steelworkers No. 4468	346.25		
Street Carmen No. 192	1,200.00		
Teachers No. 771	449.05		

Painters and Decorators No. 388	379.55	Painters and Decorators No. 979	402.65
Typographical No. 521	240.00	Plumbers and Steamfitters No. 398	897.15
PANORAMA		Retail Clerks No. 1428	2,046.00
Communications Workers No. 9503	900.00	Typographical No. 994	285.50
PASADENA		PORT CHICAGO	
Carpenters and Joiners No. 769	1,019.70	Chemical Workers No. 25	126.50
Cement Masons No. 923	215.10	PORTERVILLE	
Hod Carriers No. 439	405.00	Carpenters and Joiners No. 2126	60.25
Hotel-Restaurant Employees and Bartenders Alliance No. 531	2,868.65	REDDING	
Meat Cutters No. 439	2,650.00	Auto and Machinists No. 1397	312.00
Operative Potters No. 222	87.00	Barbers No. 6	103.70
Painters and Decorators No. 92	242.10	Building and Construction Trades Council of Northeastern California	30.00
Pasadena School District Employees No. 606	313.70	Butchers No. 352	511.90
Plasterers and Cement Finishers No. 194	247.05	Carpenters and Joiners No. 1599	743.55
Plumbers No. 280	424.35	Central Labor Council Five Counties	24.00
Typographical No. 583	150.75	Culinary Workers, Bartenders and Hotel Service Employees No. 470	1,251.75
PERRIS		Electrical Workers No. 442	360.00
Rubber Workers No. 763	13.10	Hod Carriers and Common Laborers No. 961	800.00
PETALUMA		Lumber and Sawmill Workers No. 2608	1,316.65
Barbers No. 419	75.00	Motion Picture Projectionists No. 739	28.80
Bartenders and Culinary Workers No. 271	332.55	Musicians No. 113	195.30
Lathers No. 268	48.00	Northern California District Council of Lumber and Sawmill Workers	24.00
Machinists No. 1596	323.75	Plasterers and Cement Masons No. 805	87.75
Typographical No. 600	32.25	Retail Clerks No. 1364	931.15
PICO RIVERA		Typographical No. 993	48.00
United Auto Workers No. 923	1,066.05	United Cement Lime and Gypsum Workers No. 427	77.35
PITTSBURG		REDLANDS	
Barbers No. 917	319.30	Operative Potters No. 214	134.40
Bartenders and Culinary Workers No. 822	998.25	REDONDO BEACH	
Chemical Workers No. 23	472.00	Carpenters and Joiners No. 1478	1,203.25
Communications Workers No. 9400	41.00	Los Angeles County Beach Cities Employees No. 448	43.35
Glass Bottle Blowers No. 160 ..	287.00	REDWOOD CITY	
Paper Makers No. 329	190.25	Cement Mill Workers No. 760	132.30
Plasterers and Cement Finishers No. 825	217.95	Electrical Workers No. 1969	360.00
Steelworkers No. 1440	2,569.25	Painters and Decorators No. 1146	153.50
Steelworkers No. 4534	81.05	South San Mateo Peninsula Cities Employees No. 756	7.85
PLACERVILLE		State, County and Municipal Employees Council No. 57 ..	24.00
Carpenters and Joiners No. 1992	164.80	Teachers No. 1163	175.25
Hotel and Restaurant Workers No. 793	173.20	United Auto Workers No. 109 ..	209.90
PLEASANT HILL		REEDLEY	
Communications Workers No. 9402	60.00	Communications Workers No. 9584	71.50
POMONA			
Chemical Workers No. 58	253.45		
Glass Bottle Blowers No. 34	247.95		
Hod Carriers No. 806	720.00		
Machinists No. 1586	180.35		

RESEDA			
Carpenters and Joiners No. 844	1,599.25	United Cement, Lime and Gypsum Workers No. 48	256.40
RICHMOND		United Cement, Lime and Gypsum Workers No. 464	42.30
Barbers No. 508	192.00	ROSEVILLE	
Bartenders and Culinary Workers No. 595	2,525.75	Carpenters and Joiners No. 1147	578.25
Beauticians No. 508-A	73.00	Switchmen No. 263	244.35
Boilermakers No. 317	193.30	SACRAMENTO	
Boilermakers No. 513	480.00	Allied Printing Trades Council	24.00
Carpenters and Joiners No. 642	1,238.55	Amalgamated Transit No. 256..	213.25
Communications Workers No. 9401	90.25	American Federation of State, County, Municipal Employees No. 258-A	406.35
Machinists No. 824	1,800.00	Automotive Lodge No. 2182	1,522.20
Marine Engineers' Beneficial Association West Coast Branch District No. 1	282.00	Barbers No. 112	243.30
Motion Picture Projectionists No. 560	36.00	Bartenders No. 600	805.55
Musicians Union No. 424	144.00	Boilermakers No. 94	178.25
Office Employees No. 243	40.00	Bookbinders No. 35	186.00
Operative Potters No. 89	185.85	Building and Construction Trades Council	24.00
Painters and Decorators No. 560	310.50	Building Service Employees No. 22	360.00
Public Employees of Contra Costa County No. 302	600.00	Butchers No. 498	2,344.50
Railway Carmen No. 250	93.00	California Department of Industrial Relations No. 1031	58.65
Steelworkers No. 4113	133.25	California State Federation of Teachers	24.00
Typographical No. 738	80.05	Carpenters and Joiners No. 586	1,918.90
RIDGECREST		Carpet, Linoleum and Tile Workers No. 1237	281.90
Electrical Workers No. 729	52.80	Cement Finishers No. 582	480.00
Indian Wells Valley Metal Trades Council	24.00	Central Labor Council	24.00
RIVERA		Communications Workers No. 9421	1,080.00
Packinghouse Workers No. 67..	493.20	Communications Workers Central Area Council	26.00
Steelworkers No. 5188	24.00	Construction and General Laborers No. 185	4,200.00
RIVERSIDE		Cooks No. 683	908.00
American Federation of State, County and Municipal Employees No. 1239	225.00	County Employees No. 146	150.00
Barbers No. 171	128.60	District Council of Carpenters..	30.00
Building and Construction Trades Council	24.00	Electrical Workers No. 340	300.00
Carpenters and Joiners No. 235	34.00	Hod Carriers No. 262	182.55
Carpenters and Joiners No. 1959	20.00	Iron Workers No. 118	840.00
Central Labor Council	24.00	Jewelry Workers No. 112	57.50
District Council of Painters No. 48	24.00	Lathers No. 109	120.00
District Council of United Cement and Gypsum Workers	24.00	Machinists No. 33	263.25
Electrical Workers No. 440	345.50	Millmen No. 1618	226.95
Hod Carriers and General Laborers No. 1184	630.50	Miscellaneous Employees No. 393	1,277.40
Machinists No. 1104	180.00	Motion Picture Machine Operators No. 252	65.40
Painters and Decorators No. 286	240.45	Musicians No. 12	300.00
Retail Clerks No. 1167	600.00	Painters and Decorators No. 487	700.00
Riverside County Federation of Teachers No. 1414	34.40	Plasterers No. 295	48.00
Sheet Metal Workers No. 509	559.10	Plumbers and Steamfitters No. 447	360.00
		Printing Pressmen No. 60	150.00
		Printing Specialties and Paper Converters No. 460	79.10
		Railway Carmen No. 1344	81.00

Retail Clerks No. 588	2,400.00	Rubber Workers No. 726	683.05
Roofers No. 47	179.65	Teachers No. 1020	123.70
Sacramento Newspaper Guild No. 92	370.15	SAN ANDREAS	
Sheet Metal Workers No. 162..	648.65	Carpenters and Joiners No. 386	343.80
Stage Employees No. 50	46.75	United Cement, Lime and Gypsum Workers No. 57	340.35
Stereotypers No. 86	44.40	SAN BERNARDINO	
Teachers No. 31	80.45	Barbers No. 253	160.85
Theater Employees No. B-66....	51.50	Boilermakers No. 232	48.00
Typographical No. 46	577.05	Carpenters and Joiners No. 944	896.70
Union of State Employees No. 411	230.00	Central Labor Council	18.00
Waiters and Waitresses No. 561	1,533.40	County Employees No. 122	1,315.03
Wholesale Plumbing House Employees No. 447-Aux.	102.00	Culinary Workers and Bar- tenders No. 535	2,768.20
Woodworkers No. 338	34.05	District Council of Carpenters and Joiners San Bernardino- Riverside Counties	24.00
STATE EMPLOYEES		Electrical Workers No. 477	660.00
California Council of State Employees No. 56	9.00	Electrical Workers No. 543	240.00
California State Employees No. 14	237.50	Electrical Workers No. 848	237.95
Patton State Hospital Employees No. 128	363.40	Hod Carriers and Laborers No. 783	546.00
Napa State Hospital Employees No. 174	122.45	Lathers No. 252	155.55
California Men's Colony No. 179	28.50	Machinists No. 214	240.00
Agnews State Hospital No. 247	117.65	Machinists No. 1047	207.00
Nelles School for Boys No. 479	31.67	Motion Picture Machine Operators No. 577	35.40
Stockton State Hospital No. 513	71.55	Musicians, Orange Belt No. 167	144.00
Mendocino State Employees No. 519	129.50	Office Employees No. 83	59.55
Yountsville Veterans Home No. 755	17.85	Painters and Decorators No. 775	325.55
Fairview State Hospital No. 887	263.45	Plasterers and Cement Finishers No. 73	258.95
California Labor Commis- sioners No. 975	39.45	Plumbers and Steamfitters No. 364	720.00
California State Employees No. 1406	47.55	Printing Pressmen No. 138	72.00
State, County and Municipal Employees No. 1492	247.15	Railway Carmen No. 842	96.00
Pacific State Hospital No. 1515	532.49	Stage Employees No. 614	36.00
State Employees No. 1676	39.65	Steelworkers No. 4765	241.15
SALINAS		SAN BRUNO	
Barbers No. 827	104.70	Air Transport Employees No. 1781	6,000.00
Carpenters and Joiners No. 925	696.95	Packinghouse Workers No. 263	42.00
Communications Workers No. 9425	276.60	Transport Workers No. 505	230.00
Hod Carriers and Common Laborers No. 272	248.60	SAN DIEGO	
Hotel and Restaurant Em- ployees No. 355	316.50	Allied Printing Trades Council	24.00
Mechanics and Machinists No. 1824	210.00	Barbers No. 256	204.85
Monterey Bay Area Typo- graphical No. 651	79.20	Bindery Workers No. 40	72.00
Packinghouse Workers No. 78-A	1,418.35	Bridgemen No. 229	210.00
Printing Pressmen No. 328	66.90	Building and Construction Trades Council	24.00
Retail Clerks No. 839	681.95	Building Service Employees No. 102	460.00
		Bus Drivers Amalgamated Transit No. 1309	393.30
		Butchers and Meat Cutters No. 229	2,160.00
		Cab Drivers No. 101	681.60
		Carpenters and Joiners No. 1296	1,251.05

Carpenters and Joiners No. 1571	838.70	United Auto Workers No. 506	482.65
Carpenters and Joiners No. 2020	766.95	Waiters and Bartenders No. 500	1,091.80
Carpet, Linoleum and Resilient Tile Workers No. 1711	240.00	LOCOMOTIVE FIREMEN AND ENGINEMEN	
Central Labor Council San Diego County	24.00	Firemen and Enginenen No. 91	97.10
Clothing Workers No. 288	360.00	Firemen and Enginenen No. 97	158.65
Commercial Telegraphers No. 150	81.10	Firemen and Enginenen No. 139	60.35
Communications Workers No. 9509	1,176.35	Firemen and Enginenen No. 143	127.55
County and Municipal Employees No. 127	2,201.60	Firemen and Enginenen No. 58	52.15
Culinary Alliance and Hotel Service Employees No. 402....	3,465.05	Firemen and Enginenen No. 260	72.50
District Council of Carpenters, San Diego County	30.00	Firemen and Enginenen No. 312	60.70
Electrical Workers No. 465	660.00	Firemen and Enginenen No. 314	66.30
Electrical Workers No. 569	1,927.20	Firemen and Enginenen No. 327	91.60
Fish Cannery Workers of the Pacific	2,400.00	Firemen and Enginenen No. 566	22.55
Furniture Workers No. 577	46.00	Firemen and Enginenen No. 663	64.25
Hod Carriers and Construction Laborers No. 89	3,750.00	Firemen and Enginenen No. 672	26.50
Iron Workers No. 627	1,603.80	Firemen and Enginenen No. 731	57.15
Machinists Silvergate District Council No. 50	24.00	Firemen and Enginenen No. 756	28.20
Machinists No. 1125	618.75	Firemen and Enginenen No. 794	14.55
Machinists No. 755	1,856.25	Firemen and Enginenen No. 795	26.90
Machinists No. 685	893.75	Firemen and Enginenen No. 808	77.35
Machinists No. 389	687.50	Firemen and Enginenen No. 817	28.45
Machinists No. 1960	50.00	Firemen and Enginenen No. 820	21.95
Machinists No. 2193	409.75	Firemen and Enginenen No. 946	72.90
Machinists No. 2215	1,787.50	Firemen and Enginenen No. 979	26.15
Machinists No. 2216	484.00	SAN FRANCISCO	
Machinists No. 2218	102.50	Allied Printing Trades Council, San Francisco	
Mailers No. 75	44.20	Bay Area	24.00
Motion Picture Projectionists No. 297	150.00	Amalgamated Transit No. 1225	1,800.00
Musicians Association No. 325	420.00	American Federation Television and Radio Artists	411.45
Newspaper Printing Pressmen No. 48	99.00	Amalgamated Transit Workers No. 1471	351.65
Office Employees No. 139	249.60	American Guild of Variety Artists	240.00
Painters and Decorators No. 333	510.00	American Radio Association ..	307.50
Plasterers and Cement Finishers No. 346	614.25	Apartment, Motel, Hotel and Elevator Operators No. 14 ..	525.00
Printing Pressmen No. 140	101.00	Asbestos Workers No. 16	300.00
Retail Clerks No. 1222	5,003.50	Asbestos Workers No. 29	51.00
San Diego Newspaper Guild No. 95	608.10		
San Diego Teachers Federation No. 1407	92.95		
Sheet Metal Workers No. 206	300.00		
Shinglers No. 553	52.00		
Shipwrights, Boatbuilders and Caulkers No. 1300	675.55		
Stereotypers No. 82	49.25		
Teachers No. 1278	454.05		
Theatrical Stage Employees No. 122	39.95		
Typographical No. 221	495.30		

Automotive Machinists No. 1305	3,417.29	Clothing Workers No. 42	600.00
Bakers No. 24	1,800.00	Commercial Telegraphers No. 34	960.00
Barbers and Beauticians No. 148	1,397.00	Communications Workers No. 9410	1,344.40
Bartenders No. 41	3,500.55	Communications Workers No. 9470	115.00
Bay Cities Metal Trades Council	24.00	Communications Workers Council No. 9	24.00
Bay Counties District Council of Carpenters	24.00	Construction and General Laborers No. 261	3,625.00
Bay District Joint Council Building Service Employees No. 2	24.00	Cooks No. 44	3,600.00
Bill Posters and Billers No. 44	73.45	Dental Technicians of Northern California No. 99	90.00
Boilermakers No. 6	1,200.00	District Council of Iron Workers of California and Vicinity	36.00
Bookbinders and Binderywomen No. 31-125 ..	540.00	District Council of Painters No. 8	24.00
Building and Construction Trades Council	24.00	Dressmakers No. 101	1,150.00
Building Service Employees No. 87	1,440.00	Electrical Workers No. 6	960.00
Butchers No. 115	4,200.00	Elevator Constructors No. 8 ..	180.00
Butchers No. 508	1,401.00	Film Exchange Employees No. B-17	58.50
California Allied Printing Trades Conference	24.00	Film Exchange Employees No. F-17	79.95
California Musicians Conference	24.00	Fire Fighters of San Francisco No. 798	1,993.05
California Pipe Trades Council	36.00	Furniture Workers No. 262	975.10
California State Council of Carpenters	24.00	Garment Cutters No. 45	59.05
California State Council of Lumber and Sawmill Workers	24.00	Glaziers and Glass Workers No. 718	475.00
California State Legislative Board of Locomotive, Firemen and Enginemen	24.00	Government Employees No. 634	78.05
California State Council of Retail Clerks No. 2	24.00	Government Employees No. 922	56.25
California State Theatrical Federation	24.00	Government Employees No. 1466	66.65
Candy and Glace Fruit Workers No. 158	600.00	Granite Cutters	48.00
Carpenters and Joiners No. 22 ..	2,400.00	Hod Carriers No. 36	96.70
Carpenters and Joiners No. 483	1,337.65	Hospital and Institutional Workers No. 250	720.00
Carpet and Linoleum Layers No. 1235	513.60	Hotel and Club Service Workers No. 283	4,091.90
Cement Finishers No. 580	287.50	Industrial Carpenters No. 2565 ..	385.00
Central California District Council of Lumber and Sawmill Workers	24.00	Inland Boatmen's Union of the Pacific	392.85
Central Labor Council	24.00	Insurance Workers No. 73	63.00
Chemical Workers No. 466	89.45	Iron Workers No. 377	240.00
City and County Employees No. 400	1,200.00	Iron Workers No. 790	732.00
City and County Employees No. 747	80.00	Jewelry Workers No. 36	187.50
Civil Service Building Maintenance Employees No. 66-A	1,085.95	Labor Department Lodge No. 2391	166.00
Cleaning and Dye House Workers No. 3010	567.50	Ladies Garment Cutters No. 213	143.75
Cloakmakers No. 8	690.00	Leather and Novelty Workers No. 31	120.00
		Lithographers and Photo Engravers No. 8	360.00
		Local Joint Executive Board of Culinary Workers, Bar- tenders and Hotel Service Workers	24.00

Locomotive Firemen and Enginemen General Grievance Committee	24.00	Railway Clerks No. 2176	78.00
Machinists No. 68	3,650.65	Railway Clerks No. 3001	215.20
Machinists Production Workers No. 1327	2,400.00	Repeatermen and Toll Test-boardmen No. 1011	600.00
Mailers No. 18	240.00	Retail Department Store Employees No. 1100	6,022.40
Marine Cooks and Stewards	6,000.00	Retail Grocery Clerks No. 648..	2,520.00
Marine Engineers Beneficial Association of the Pacific Coast	1,380.00	Retail Shoe and Textile Salesmen No. 410	903.20
Marine Engineers Beneficial Association District No. 2	45.00	Roofers No. 40	511.00
Marine Firemen	2,500.00	Sailors Union of the Pacific	6,399.60
Marine Staff Officers	240.00	San Francisco Municipal Parks Employees No. 311	295.20
Masters, Mates and Pilots No. 40	132.85	Sausage Makers No. 203	732.95
Masters, Mates and Pilots No. 89	42.00	Scrap Iron, Metal, Salvage and Waste Material Workers No. 965	187.95
Masters, Mates and Pilots No. 90	1,440.00	Seafarers, Atlantic and Gulf District	900.00
Millinery Workers No. 40	40.00	Sheet Metal Workers No. 104....	600.00
Military Sea Transport	840.00	Ship Painters No. 961	176.40
Miscellaneous Employees No. 110	2,440.03	Sign and Pictorial Painters No. 510	264.00
Molders and Foundry Workers No. 164	390.00	Sprinkler Fitters No. 483	210.00
Motion Picture Projectionists No. 162	157.30	State Building and Construction Trades Council	24.00
Musicians No. 6	1,800.00	State, County and Municipal Employees No. 1569	64.50
National Broadcast Employees No. 51	187.50	Steelworkers No. 1069	827.50
Newspaper Guild No. 52	1,499.50	Steelworkers No. 1684	764.55
Northern California District Council of Laborers	24.00	Stereotypers and Electrotypers No. 29	335.40
Northern California Joint Board Amalgamated Clothing Workers	24.00	Teachers No. 61	1,394.90
Office Employees No. 3	720.00	Teachers No. 1119	108.50
Operating Engineers No. 3	14,400.00	Technical Engineers No. 11	273.00
Operating Engineers No. 39	1,725.00	Theatrical Employees No. B-18 ..	540.00
Operating Engineers Council of California	24.00	Theatrical Janitors No. 9	158.25
Optical Technicians No. 505 ..	90.00	Theatrical Stage Employees No. 16	109.80
Paint and Brush Makers No. 1071	401.85	Theatrical Wardrobe Attendants No. 784	48.00
Painters and Decorators No. 4	1,969.40	Transport Workers No. 250-A	1,050.00
Pattern Makers Association	180.00	Tri-County Council Sheet Metal	24.00
Pharmacists No. 838	80.00	Typographical No. 21	1,808.90
Pile Drivers No. 34	600.00	Union Label Section	30.00
Plasterers No. 66	235.20	United Garment Workers No. 131	927.70
Plumbing and Pipe Fitters No. 38	2,875.00	United Industrial Workers of North America	333.85
Post Office Clerks No. 2	1,450.00	Upholsterers No. 28	240.00
Printing Pressmen No. 24	635.10	Upholsterers No. 3	979.75
Printing Specialties and Paper Converters No. 362	1,030.60	Waiters No. 30	4,121.30
Production Carpenters No. 2559	225.00	Waitresses No. 48	5,247.25
Professional Embalmers No. 9049	112.25	Watchmakers No. 101	240.00
Railway Clerks No. 248	397.10	Web Pressmen No. 4	480.00
		Welders No. 1330	339.80
		Western Express Messengers No. 2034	38.00
		Western Conference of Bookbinders	24.00

Western Conference of Specialty Unions	24.00	Police Department Employees No. 170	142.50
Western Federation of Butchers	24.00	Printing Pressmen No. 146	161.00
Window Cleaners No. 44	240.00	Printing Specialties and Paper Products No. 609	87.00
Wood, Wire and Metal Lathers No. 65	154.15	Printing Specialties and Paper Products No. 612	376.05
SAN JOSE		Printing Specialties and Paper Products No. 626	261.50
Allied Printing Trades Council	24.00	Printing Specialties and Paper Products No. 659	134.20
Auto Mechanics No. 1101	1,816.85	Printing Specialties and Paper Products No. 720	38.35
Barbers No. 252	100.55	Printing Specialties and Paper Products No. 738	15.95
Bartenders No. 577	1,039.05	Printing Specialties and Paper Products No. 777	162.45
Bricklayers No. 10	115.00	Public Employees of Santa Clara County No. 1409	24.00
Building and Construction Trades Council	24.00	Retail Clerks No. 428	6,802.95
Building Service Employees No. 77	1,185.00	Roofers No. 95	211.95
Butchers No. 506	3,117.90	Santa Clara County Social Workers No. 89	12.00
California State Association of Barbers and Beauticians	24.00	Santa Clara County Probation Department No. 1587	128.10
California State Council of Lathers	24.00	Sheet Metal Workers No. 309	540.70
Carpenters and Joiners No. 316	2,526.59	State, County and Municipal Employees No. 1564	65.50
Cement Masons No. 25	567.85	Stereotypers and Electrotypers No. 120	84.15
Central Labor Council	24.00	Street Carmen No. 265	120.00
Chemical Workers No. 294	225.75	Teachers No. 957	5.20
City Employees No. 1058	237.00	Theatrical Stage Employees No. 134	36.90
Clothing Workers No. 108	60.00	Typographical No. 231	480.00
Communications Workers No. 9423	844.50	Utility Workers No. 259	194.65
Construction and General Laborers No. 270	2,758.90	SAN JUAN BAUTISTA	
District Council of Carpenters	24.00	United Cement, Lime and Gypsum Workers No. 148	144.35
District Council of Painters	24.00	SAN LEANDRO	
Electrical Workers No. 332	240.00	Chemical Workers No. 733	42.95
Electronics Local No. 547	109.65	Glass Bottle Blowers No. 85	240.00
Federation of Teachers of San Jose State College No. 1362	261.25	I.U. Electrical Workers No. 853	100.15
Glass Bottle Blowers Association No. 267	186.00	Electrical Workers No. 2131	240.00
Golden Gate District Council of Lathers	24.00	Musicians No. 510	48.00
Hod Carriers No. 234	297.65	Teachers No. 1285	50.05
Hotel, Restaurant and Hotel Service Employees No. 180	5,928.20	Teachers No. 1440	28.90
I. U. Electrical Workers No. 1201	6.55	SAN LUIS OBISPO	
I. U. Electrical Workers No. 1507	288.65	Barbers No. 767	47.75
Lathers No. 144	25.10	Carpenters and Joiners No. 1632	555.15
Lumber and Sawmill Workers No. 3102	147.20	Central Labor Council	24.00
Machinists No. 504	2,789.25	Communications Workers No. 9424	140.00
Machinists No. 562	2,614.25	Construction and General Laborers No. 1464	197.50
Machinists No. 565	1,557.45	Electrical Workers No. 639	120.00
Millmen No. 262	1,360.40	Motion Picture Machine Operators No. 762	48.00
Motion Picture Projectionists No. 431	47.40	Musicians Protective No. 305	219.95
Musicians No. 153	60.00	Painters and Decorators No. 1336	104.90
Newspaper Guild No. 98	496.00		
Painters and Decorators No. 507	905.35		
Plasterers No. 224	199.40		
Plumbers No. 393	360.00		

Plumbers and Steamfitters

No. 403	120.00
Steelworkers No. 5766	166.50

SAN MATEO

Bartenders and Culinary Workers No. 340	6,580.00
Building and Construction Trades Council	24.00
Building Service Employees No. 81	788.10
Carpenters and Joiners No. 162	1,316.35
Cement Finishers No. 583	60.00
Central Labor Council	24.00
Communications Workers No. 9430	480.00
Construction and General Laborers No. 389	731.90
County Employees of San Mateo No. 829	945.90
Electrical Workers No. 617	120.00
Hod Carriers No. 97	103.00
Horseshoers No. 11	42.60
Lathers No. 278	46.00
Laundry Workers No. 143	202.50
Machinists No. 1414	240.00
Paint, Varnish and Lacquer Makers No. 1053	438.30
Painters and Decorators No. 913	537.50
Plasterers No. 381	83.50
Plumbers and Steamfitters No. 467	60.00
Retail Clerks No. 775	600.00
Sheet Metal Workers No. 272	48.00
Theatrical Stage Employees No. 409	94.50

SAN PEDRO

Auto Machinists No. 1484	623.50
Bartenders No. 591	361.00
Beauticians No. 881-A	49.20
Carpenters and Joiners No. 1140	808.20
Chemical Workers No. 53	69.60
Hotel, Restaurant, Cafeteria and Motel Workers No. 512	1,659.70
Lathers No. 366	41.60
Lumber and Sawmill Workers No. 1407	600.00
Marine and Shipbuilding Workers No. 9	240.00
Masters, Mates and Pilots No. 18	97.00
Painters and Decorators No. 949	52.50
Pile Drivers No. 2375	1,427.10
Plasterers and Cement Finishers No. 838	386.00
Printing Pressmen No. 272	8.00
Retail Clerks No. 905	2,861.45
Seine and Line Fishermen	360.00
Shipyard Laborers No. 802	2,130.30
Steelworkers No. 5303	135.70
Typographical No. 862	120.00

SAN RAFAEL

Barbers No. 582	170.70
Bartenders and Culinary Workers No. 126	1,457.10
Building and Construction Trades Council	24.00
Carpenters and Joiners No. 35	779.50
Central Labor Council Marin County	24.00
Communications Workers No. 9404	444.20
Hod Carriers and General Laborers No. 291	687.50
Machinists No. 238	720.00
Painters and Decorators No. 83	413.40
Plasterers and Cement Finishers No. 355	120.00
Retail Clerks No. 1119	1,229.45
Teachers No. 1077	97.30
Theatrical Stage and Motion Picture Operators No. 811	39.90

SANTA ANA

Barbers No. 549	74.00
Building and Construction Trades Council	24.00
Carpenters and Joiners No. 1815	2,593.75
Central Labor Council	24.00
Chemical Workers No. 66	410.45
Communications Workers No. 9510	1,400.00
District Council of Carpenters of Orange County	24.00
Electrical Workers No. 441	1,200.00
Electrical-Electronic Workers No. 2125	240.00
Glass Bottle Blowers No. 81	453.55
Hod Carriers and General Laborers No. 652	2,456.00
Lathers No. 440	254.60
Musicians No. 7	125.00
Painters and Decorators No. 686	167.50
Plasterers and Cement Finishers No. 489	105.00
Plumbers and Steamfitters No. 582	360.00
Printing Pressmen No. 166	48.00
Roofers No. 36-C	1.50
Sugar Workers No. 175	197.60
Theatrical Stage Employees No. 504	110.55
Typographical No. 579	172.50

SANTA BARBARA

Barbers No. 832	97.30
Building and Construction Trades Council	24.00
California State Conference of Painters	24.00
Carpenters and Joiners No. 1062	1,072.65
Central Labor Council	24.00

Chemical Workers No. 404	15.85	Oil Field Laborers No. 1222	408.05
Communications Workers No. 9576	529.60	Culinary Workers and Bar- tenders No. 703	1,337.45
Construction and General Laborers No. 591	590.10	Oil, Chemical and Atomic Workers No. 534	105.85
Culinary Alliance and Bar- tenders No. 498	2,128.00	SANTA MONICA	
District Council of Painters	24.00	Carpenters and Joiners No. 1400	1,156.45
Electrical Workers No. 413	472.50	Communications Workers No. 9574	1,381.05
Lathers No. 379	52.00	Culinary Workers and Bartenders No. 814	6,062.25
Meat Cutters No. 556	834.60	Meat Cutters No. 587	954.50
Musicians Protective Association No. 308	291.95	Painters and Decorators No. 821	353.70
Painters and Decorators No. 715	59.60	Plumbers No. 545	538.05
Plasterers and Cement Finishers No. 341	228.00	Printing Pressmen No. 429	48.00
Plumbers and Steamfitters No. 114	743.45	Retail Clerks No. 1442	1,651.00
Post Office Clerks No. 264	123.40	Typographical No. 875	48.00
Printing Pressmen No. 426	36.85	SANTA ROSA	
Retail Clerks No. 899	3,178.45	Barbers No. 159	42.90
Sheet Metal Workers No. 273 ..	344.95	Bartenders and Culinary Workers No. 770	990.30
Theatrical Stage Employees and Motion Picture Machine Operators No. 442	36.60	Boot and Shoe Workers No. 446	175.70
SANTA CLARA		Building and Construction Trades Council	24.00
California State Council of Roofers	24.00	Butchers No. 364	879.80
Glass Bottle Blowers No. 262..	360.00	Carpenters and Joiners No. 751	986.88
Santa Clara Municipal Employees No. 107	167.55	Central Labor Council	24.00
United Cement, Lime and Gypsum Workers No. 334	102.55	Electrical Workers No. 551	240.00
SANTA CRUZ		Hod Carriers and Laborers No. 139	600.65
Barbers No. 891	48.00	Motion Picture Machine Operators No. 420	34.80
Carpenters and Joiners No. 829	72.00	Musicians No. 292	60.00
Communications Workers No. 9428	60.00	Painters and Decorators No. 364	30.00
Construction and General Laborers No. 283	277.40	Printing Pressmen No. 354	48.00
Hotel and Restaurant Employees No. 742	50.60	Retail Clerks No. 1532	1,288.10
Leather Workers No. L-122	160.65	Typographical No. 577	71.10
Musicians Protective No. 346..	24.00	SAUGUS	
Painters and Decorators No. 1026	151.30	Glass Bottle Blowers No. 69 ...	360.00
Plasterers and Cement Finishers No. 379	63.15	SEAL BEACH	
Santa Cruz County Central Labor Council	24.00	Chemical Workers No. 255	6.00
Santa Cruz Municipal Employees No. 1906	39.90	SELMA	
SANTA MARIA		Carpenters and Joiners No. 1004	84.10
Barbers No. 941	48.00	SHERMAN OAKS	
Carpenters and Joiners No. 2477	394.95	Hotel, Motel, Restaurant and Bartenders No. 694	3,971.75
Central Labor Council	24.00	SHINGLE SPRINGS	
Chemical Workers No. 224	66.55	United Cement, Lime and Gypsum Workers No. 417	69.00
Communications Workers No. 9581	344.35	SOUTH GATE	
Construction and General and		Communications Workers No. 9506	35.00
		I.U. Electrical Workers No. 1502	90.95
		Rubber Workers No. 100	1,021.80

United Auto Workers No. 216..	3,247.70	Sunnyvale City Employees	
Utility Workers No. 283	75.75	No. 521	12.05
SPRECKLES		Theatrical Stage and Motion	
Sugar Workers No. 180.....	407.45	Picture Operators No. 796	48.00
STOCKTON		SUN VALLEY	
Agricultural Workers Organiz-		Rubber Workers No. 621	199.00
ing Committee	750.00	SUSANVILLE	
Amalgamated Transit No. 276..	78.15	Barbers and Beauticians	
Automotive Machinists No. 428	720.00	No. 311	48.00
Barbers No. 312	108.00	TAFT	
Bartenders No. 47	564.15	Barbers No. 869	46.00
Boilermakers No. 749	365.00	Oil, Chemical and Atomic	
Box Makers No. 3088	587.60	Workers No. 1-6	386.10
Brick and Clay Workers		Utility Workers No. 289	33.00
No. 874	17.00	TEHACHAPI	
Building and Construction		United Cement, Lime and	
Trades Council	24.00	Gypsum Workers No. 52	349.35
Building Service Employees		TERMINAL ISLAND	
No. 24	120.00	Cannery Workers of the	
Butchers No. 127	1,303.10	Pacific	4,246.80
Carpenters and Joiners No. 266	480.00	TORRANCE	
Cement Finishers No. 814	110.00	Boilermakers No. 718	45.60
Central Labor Council	24.00	Chemical Workers No. 138	125.35
Communications Workers		Chemical Workers No. 598	141.90
No. 9417	256.70	Operative Potters No. 218	230.30
County Employees No. 183	155.70	Rubber Workers No. 146	77.15
Culinary Alliance No. 572	1,991.20	Steelworkers No. 2586	65.95
Electrical Workers No. 591	150.00	Torrance Municipal	
Hod Carriers and Common		Employees No. 1117	227.00
Laborers No. 73	900.00	Torrance School Employees	
Machinists Lodge No. 364	906.05	No. 1101	224.70
Motion Picture Projectionists		TRACY	
No. 428	27.75	Glass Bottle Blowers No. 177	144.00
Municipal Employees No. 102..	389.15	Sugar Workers No. 181	218.10
Musicians No. 189	240.00	TRINIDAD	
Painters and Decorators		Loggers No. 3006	418.60
No. 1115	16.70	TUSTIN	
Plasterers No. 222	27.30	Rubber Workers No. 510	226.30
Plumbers and Steamfitters		TWAIN	
No. 492	198.00	Woodworkers No. 398.....	30.00
Retail Clerks No. 197	300.00	UKIAH	
Rubber Workers No. 580	1.70	Central Labor Council	24.00
Sheet Metal Workers No. 283..	120.00	Communications Workers	
State, County and Municipal		No. 9420	249.50
Employees (Housing Author-		North Coast Counties District	
ity) No. 1577	50.55	Council of Carpenters	24.00
Stockton Federation of		UNION CITY	
Teachers No. 1287	62.35	Teachers No. 1657	26.35
Stockton Newspaper Guild		VALLEJO	
No. 100	167.00	American Federation of Grain	
Theatrical Stage Employees		Millers No. 71	135.80
No. 90	31.50	Asbestos Workers No. 70	39.00
Typographical No. 56	156.80	Barbers No. 335	191.20
United Auto Workers No. 792..	164.95	Building and Construction	
United Brick and Clay		Trades Council	30.00
Workers, No. 528	39.15	Butchers and Meat Cutters	
Utility Workers No. 160	67.10	No. 532	950.50
SUNNYVALE		Carpenters and Joiners No. 180	880.40
Barbers No. 498	82.80	Central Labor Council	24.00
Electrical Workers No. 786	170.00		
Missiles and Electronics			
Workers No. 2230	173.75		

Communications Workers No. 9411	434.40	Ventura Municipal Employees No. 181	62.80
Culinary Workers and Bartenders No. 560	663.85	Ventura Typographical No. 909	96.10
Electrical Workers No. 180	240.00	VICTORVILLE	
Hod Carriers and General Laborers No. 326	509.60	United Cement, Lime and Gypsum Workers No. 49	277.80
Lathers No. 302	26.80	United Cement, Lime and Gypsum Workers No. 365	106.40
Machinists No. 1492	192.00	VISALIA	
Mare Island Navy Yards Metal Trades Council	30.00	Barbers No. 856	42.00
Musicians No. 367	90.00	Carpenters and Joiners No. 1109	107.16
Operating Engineers No. 731....	307.20	Carpenters and Joiners No. 1484	94.45
Painters and Decorators No. 376	222.00	Central Labor Council	24.00
Plasterers and Cement Finishers No. 631	48.00	Communications Workers No. 9406	482.25
Plumbers No. 343	96.00	Hod Carriers and General Laborers No. 1060	168.00
Printing Pressmen No. 297	75.00	Lathers No. 449	30.00
Retail Clerks No. 373	1,856.45	Plasterers and Cement Masons No. 895	52.00
Roofers No. 35	48.00	State Employees and Motion Picture Operators No. 605	27.60
Sheet Metal Workers No. 75	216.00	Typographical No. 519	48.00
Shipwrights, Joiners and Shipbuilders No. 1068	149.15	VISTA	
Teachers No. 827	37.80	Carpenters and Joiners No. 2078	754.75
Technical Engineers No. 8	22.00	WALNUT	
Theatrical Stage Employees No. 241	54.00	Operative Potters No. 223	124.85
Typographical No. 389	126.00	WALNUT CREEK	
VALLEY SPRINGS		Steelworkers No. 5450	32.00
Lumber and Sawmill Workers No. 2847	6.00	WARM SPRINGS	
VAN NUYS		Brick and Clay Workers No. 663	19.20
Carpenters and Joiners No. 1913	1,018.05	WATSONVILLE	
Chemical Workers No. 805	50.75	Barbers No. 749	60.00
Industrial No. 1662	480.00	Brick and Clay Workers No. 998	178.25
Painters and Decorators No. 1595	692.50	Carpenters and Joiners No. 771	295.20
Post Office Clerks No. 1159	180.00	Lathers No. 122	48.00
United Auto Workers No. 645..	193.65	Machinists and Mechanics No. 1939	53.10
VENTURA		Railway Carmen No. 765	45.55
Barbers No. 912	91.55	Santa Cruz County Building and Construction Trades Council	15.00
Building and Construction Trades Council	24.00	Theatrical Stage Employees No. 611	64.80
Carpenters and Joiners No. 2463	547.65	WEED	
Central Labor Council	24.00	Lumber and Sawmill Workers No. 2907	1,233.95
District Council of Carpenters of Ventura County	24.00	WEIMAR	
Electrical Workers No. 952	300.00	Weimar Sanatorium Employees No. 745	189.30
Hod Carriers and General Laborers No. 585	1,300.00	WESTEND	
Lathers No. 460	61.05	Chemical Workers No. 398	295.15
Oil, Chemical and Atomic Workers No. 120	456.95	WHITTIER	
Operating Engineers No. 732 ..	33.60	Steelworkers No. 4511	73.05
Painters and Decorators No. 955	144.01	Transport Workers No. 518	70.03
Plasterers and Cement Finishers No. 741	278.00	Typographical No. 899	63.40

WILMINGTON		WOODLAND	
Butchers No. 551	4,136.20	Sugar Workers No. 179	239.00
Chemical Workers No. 40	131.75	United Sugar Workers Council	24.00
Inland Boatmen of the Pacific..	240.00	ZEPHYR COVE	
Maritime Trades Department....	36.00	Barbers No. 292	38.00
Pulp, Sulphite and Paper Mill			
Workers No. 341	237.50	Total per capita receipts	
Seafarers, Atlantic and Gulf		and affiliation fees	\$934,627.54
District	240.00		
Ship Carpenters No. 1335	375.00		

**CALIFORNIA LABOR FEDERATION, AFL-CIO
DETAIL OF DISBURSEMENTS**

For the two-year period ended June 30, 1968

EXECUTIVE SALARIES:

Pitts, Thos. L., Secretary-Treasurer	\$ 60,000.00
Gruhn, Albin J., President	39,999.84
Dias, Manuel, General Vice President	34,999.68

\$134,999.52

EXPENSES AND ALLOWANCES—EXECUTIVES:

Dias, Manuel, General Vice President	6,208.03
Pitts, Thos. L., Secretary-Treasurer	13,396.81
Gruhn, Albin J., President	12,063.94
Western Airlines	2,291.97
United Air Lines	5,159.41
Golden Gate Avenue Garage	1,025.17
Richfield Oil Corporation	522.74
Texaco, Inc.	1,274.62
Hertz Corporation	568.21
Ambassador Hotel	451.41
Van Ness Oldsmobile	519.50
El Cortez Hotel	612.00
Oreste's	17.35
Del Webb Hotel	236.80
Hacienda Hotel — Fresno	85.21
Edgewater West	84.56
Scriptune Oldsmobile	188.05
The Ilikai Hotel	360.26
Commonwealth Club	39.00
Holiday Inn	265.36
Hotel El Dorado	357.65
Pacific Southwest Airlines	130.54
Americana Hotel	731.74
Beau Rivage	187.23
International Hotel	27.69
Senator Hotel	31.21
Sheraton Palace Hotel	40.14
Mission Inn	20.00
Biltmore Hotel	6.10
Century Plaza Hotel	361.55
Region Seven Conference	7.00
Hotel Del Coronado	116.37
Commonwealth Club of California	14.00
Sacramento Inn	45.58

47,447.20

Less, refund:

Gruhn, Albin J.	316.57
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47,130.63

**EXPENSES AND ALLOWANCES—
GEOGRAPHICAL VICE PRESIDENTS:**

Osslo, Max J.	\$ 611.53
Callahan, M. R.	877.25
Smith, J. L.	325.00
Fillippini, Wlibur	1,239.62
Lackey, H. D.	913.98
Green, C. A.	590.44
Small, Thomas A.	981.00
Weisberger, Morris	1,073.00
Dougherty, Arthur F.	892.30
Amadio, Chris	1,288.00
Dowd, Wm. G.	1,064.00
Ash, Robert S.	756.76
Jones, Paul L.	465.00
Reed, Howard	1,033.60
Lathen, Stanley	687.30
Finks, Harry	785.00
Hansen, Harry	345.35
McCulloch, G. A.	982.19
Mendoza, R. S.	641.00
Bogdanowicz, A. J.	857.19
Seymour, Joseph H.	150.00
Dales, John L.	488.71
Cinquemani, J. A.	804.19
Larson, K. D.	1,168.06
Adair, M.	722.00
Wilson, R. M.	445.12
Garcia, J.	120.00

\$ 20,307.59
**EXPENSES AND ALLOWANCES—
AT-LARGE VICE PRESIDENTS:**

Smith, Charles J.	200.00
Shedlock, Edward T.	705.00
Wilson, Herbert	1,755.00
Posner, Jerome	1,087.00
O'Malley, E. P.	813.10
Fletcher, Fred D.	527.60
Conway, G. J.	1,095.00
Lacayo, Henry L.	200.00
Hackler, R. W.	141.00
Angelo, Joseph	155.00

6,678.70
GENERAL OFFICE SALARIES:

Alverson, Madeline	\$ 21,126.10
Boring, David M.	20,383.78
Castillo, Greg R.	13,849.02
Chang, Beverly	8,796.27
Finks, Harry	31,999.80
Hamilton, Gordon	13,077.63
Hines, Charles A., Jr.	16,581.70
Keyes, Ferne	17,657.81
King, Bert C.	14,136.72
Merrill, Marcia	8,020.32
Moran, Myrtle	13,854.20
Otto, Walter	12,735.00
Peacocke, Dennis	14,782.22
Peevey, Michael	29,249.74
Richard, Vern E.	14,118.40
O'Raidy, Ann-Marie	5,369.44
Spencer, Margaret	13,656.98

Fair, Clinton	3,999.97
Bergeron, Margaret	4,069.48
Seiden, Ann-Marie	6,570.58
Carrol, John S.	13,562.43
Duarte, Edward	2,294.14
Bartell, Raymond	255.20
Fontana, Rosalie	11.60
Greenfield, Ethel	1,375.66
Hunter, Laurel	40.60
Le Seuer, Shirley	354.26
Lyons, Kathleen	40.60
Quinn, Margie	72.50
Wilson, Gladys	111.04
Mullen, Bara	1,618.50

\$303,771.69

ASSISTANT TO SECRETARY-TREASURER:

Webb, E. B.:	
Salary	16,250.00
Expenses and allowances	2,499.16
Richfield Oil Corporation	197.78
Texaco, Inc.	331.80
United Air Lines	294.86
Pacific Southwest Airlines	204.54
Hertz Corporation	213.83
Air California	31.18

20,023.15

ORGANIZING EXPENSES:

Webb, E. B.:	
Salary	5,846.30
Expenses and allowances	1,056.13
Hyans, Curtis J.:	
Salary	1,290.00
Expenses and allowances	394.00
Richfield Oil Corporation	144.41
Texaco, Inc.	152.58
United Air Lines	66.28
Pacific Southwest Airlines	140.00
Johnny Gillette Tire Co.	221.08

9,310.78

ACCOUNTING:

Lybrand, Ross Bros. & Montgomery	9,740.00
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AUTOMOBILE MAINTENANCE:

Golden Gate Avenue Garage	1,117.70
Standard Oil Company	184.90
Texaco, Inc.	206.53
Richfield Oil Corporation	519.59
Kohlenberg Cadillac, Inc.	452.75
Department of Motor Vehicles	107.00
Rector Cadillac	16.34

2,604.81

AUTOMOBILE PURCHASES:	16,854.00
Less, proceeds from sales	9,500.00

7,354.00

CONFERENCES:

United Air Lines	2,024.58
Pacific Southwest Airlines	79.87
Finks, Harry	8,282.37
Carroll, John S.	4,185.60

Keyes, Ferne	794.22
Peevey, Michael	3,083.58
Richfield Oil Corporation	771.27
Texaco, Inc.	1,245.08
Hertz Corporation	277.83
Hilton Inn	16.78
Press Club of San Francisco	288.10
Oreste's	22.60
Garrett Press	1,233.03
Antonina's	64.31
Fair, Clinton	1,194.61
National Defense Executive Reservists Conference	23.00
Edgewater West	82.97
World Affairs Council	20.00
Peacocke, D. J.	359.51
International Labor Press Association, AFL-CIO	30.00
Golden Gate Garage	12.00
Holiday Inn	16.80
Martin, G. W.	128.42
Ramada Inn	25.00
Del Webb's TownHouse	716.87
The Statler Hilton	78.81
St. Francis Hotel	294.20
Regents of the University of California	4,111.44
San Francisco Chapter IRRA	13.50
Ambassador Hotel	60.83
Weingartner, H. L.	31.23
Hyatt House Hotels	32.72
Sir Francis Drake Hotel	26.64
Hines, C. A.	55.11
Hotel El Dorado	2,782.10
AFL-CIO	40.00
California Labor Press Association	70.00
Administrative Referees Association	908.00
Blake, Moffitt & Towne	32.47
Sign Art	76.44
International Business Machines Corporation	51.30
Miscellaneous	24.90
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	33,668.09
Less, refunds from:	
Fair, Clinton	\$17.13
United Air Lines	18.67
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	35.80
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\$ 33,632.29

CONTRIBUTIONS:

Imperial County Central Labor Council	1,350.00
United Farm Workers Organizing Committee	1,730.75
R. Mendoza Testimonial Dinner	40.00
Citizens for California Higher Education	500.00
M. J. Gershenson Luncheon Committee	33.00
Maritime Trades Department	500.00
International Hospitality Center	100.00
Israel Histadrut	210.00
Union Label Section Orphans Christmas Party	100.00
Non-Ferrous Metals Strike Fund	1,000.00
City of Hope	300.00
Agricultural Workers Organizing Committee	750.00
United Negro College Funds, Inc.	200.00
Western States Water and Power Consumers Conference ...	250.00
Histadrut Dinner Committee	100.00
Mental Health and Retardation Awards Program	75.00

Harry Bloch Testimonial Dinner	125.00
John Annand Testimonial Dinner	60.00
Western Shipbuilding Association	100.00
Mother's Day Breakfast	75.00
California Committee for Fair Practices	500.00
National Institutes on Rehabilitation and Health Services	200.00
Charles Robinson Testimonial Dinner	60.00
Bob Ash Testimonial Dinner	60.00
AFL-CIO Special Strike Relief Fund	500.00
Thelma Mahoney Testimonial Dinner	50.00
C. Hyans, U. L. Post #352	50.00
Herald Examiner Strike Fund	1,000.00
Insurance Workers International #83	500.00

\$ 10,518.75

CONVENTION:**EXPENSE ALLOWANCES:**

Alverson, Madeline	260.00
Bergeron, Margaret	220.00
Boring, David	220.00
Carroll, John S.	220.00
Castillo, Greg R.	220.00
Fair, Clinton	220.00
Hines, Charles A., Jr.	220.00
Hyans, Curtis J.	220.00
Keys, Ferne	160.00
Moran, Myrtle	220.00
Peacocke, Dennis	140.00
Peevey, Michael	700.00
Doyle, Rose	220.00
Martin, Glen W.	140.00
Polletta, Dorothy	220.00

OTHER EXPENSES:

Garrett Press	23,531.45
Hemnes, Andy	105.00
Broome, Claire	250.24
Rutherfordale, Myra	259.96
Klimberg, Toni	228.32
Gorchels, Catherine	146.68
Roper, Karen	220.00
Smith, Alan D.	90.00
Clay, John	97.50
Harding, Robert	51.90
Simpson, Scott	88.84
Vanderlaan, Martin	111.00
Boussy, Melissa	173.40
Nebeker, Frederick	57.40
James, H. Thomas	99.51
Nanninga, James	44.94
Piper, Ronald	57.40
Cash — Credentials Committee	1,260.00
Cash — Sergeants-at-Arms Committee	1,680.00
Cash — Legislation Committee	1,890.00
Cash — Resolutions Committee	1,890.00
Cash — Rules of Order Committee	680.00
Cash — Constitution Committee	595.00
A. B. Dick Co.	109.58
Charles Brunning Co.	80.34
Heinrich Specialty Co.	4,227.63
Stuart-Sauter Co.	205.92
San Diego Civic Facilities Corporation	336.10
United Air Lines	643.39
Western Envelope Corporation	571.56

Hyans, C. J.	50.00
Legislative Committee	280.00
Rules of Order Committee	70.00
Constitution Committee	175.00
International Business Machines Corporation	148.40
E. D. Conklin, Inc.	4,252.35
Hotel El Cortez	3,835.31
Pacific Telephone and Telegraph Company	571.62
Arts and Crafts Press	7,391.39
Cash Lewis	661.70
Cor 'O' Van Corp	372.23
King's Services, Inc.	668.52
San Diego Office Supply	20.07
Postmaster, San Diego	300.00
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	62,179.65

Less, refunds from:

Cash advances	1,345.00
Refund metered postage	207.18
California State Council of Carpenters	167.34
Los Angeles County District Council of Carpenters	167.34
Federated Fire Fighters of California	167.34
Western Federation of Butchers	167.34
Carpenters Ladies Auxiliary, California State Council	167.34
Studio Utility Employees No. 724	167.34
California Legislative Board of the Brotherhood of Railroad Trainmen	167.34
Los Angeles Buildings and Construction Trades Council....	167.34
California State Council of Culinary Workers	167.34
California State Council of Retail Clerks	167.34
Communications Workers No. 9415	167.34
California State Council of Lathers	167.34
Butchers Local No. 498	167.34
Painters District Council No. 36, Los Angeles	167.34
United Air Lines	56.09
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	3,951.03

\$ 58,228.62

EDUCATIONAL PROGRAM EQUIPMENT:

Coast Visual Education Co.	732.25
Photo and Sound Co.	8.82
A. V. Electronics, Inc.	1,476.70
International Union U.A.W.	102.00
U.A.W. Film Library	11.75
San Francisco Radio Supply	127.85
Wresco	45.96
Corwin Hall Distributing Co.	1,939.97
Minnesota Mining and Manufacturing Co.	797.91
Fox Hardware	41.19
Miscellaneous	8.50
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\$ 5,292.90

LABOR EDUCATION PROGRAM:

Regents of the University of California	2,164.75
Marine Cooks and Stewards	137.25
Air Transport Employees	71.75
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2,373.75

FURNITURE AND EQUIPMENT:

Science Kit Inc.	169.00
C. E. Mainprice Company	456.75

International Business Machines Corporation	1,487.20
The General Fireproofing Co.	1,210.73
Morgan Barclay Co., Inc.	69.68
American Addressing and Mailing Equipment	158.00
Carpenter Funds Administrative Office	125.00
Acme Manufacturing Co.	91.57
Holtzman Office Furniture Co.	30.16
Pitney-Bowes, Inc.	917.60

4,715.69

INSURANCE:

Office Employees Insurance Trust Funds	23,385.87
State Compensation Insurance Fund	865.07
Norbert Cronin and Co.	2,281.00
International Union Insurance Services	1,351.75
The Charles Company, Inc.	2,517.00
Maloney & Maritzen	676.00

31,076.69

LEGAL:

Charles P. Scully:	
Retainer	12,000.00
Services rendered and costs advanced	44,973.55

56,973.55

LEGISLATIVE:

Salaries:

Fair, Clinton	\$ 19,368.41
DuFrene, C.	8,868.58
Lemmon, Maryalice	2,176.58
Maffei, Z. Judy	286.00
Barrett, Douglas	5,307.71

Reimbursed expenses:

Fair, Clinton	3,288.06
Finks, Harry	5,688.94
Gruhn, Albin J.	102.98

Other:

Capitol Office Equipment Co.	59.80
Office Employees Insurance Trust Fund	29.65
Texaco, Inc.	8.30
Garrett Press	948.89
Office of State Printing, Sacramento	1,683.27
Western States Office & Professional Employees	
Pension Fund	21.00
International Business Machines Corporation	95.37
Lebeck's	236.33
Western Airlines	18.17
Sierra Spring Water Co.	80.36
Sleeper Stamp and Stationery Co.	514.67
Mansion Inn	1,327.01
Hotel Senator	1,068.03
Bekins Van and Storage	159.67
The Firehouse	485.35
Stroh's Neptune Table	19.50
Hotel El Dorado	196.00
Sacramento Answering Service	126.60
Mathew Bender Co.	48.61
Legislative Bill Room	444.68
House of Signs, Inc.	19.50
Richfield Oil Corporation	60.63
Sacramento Inn	47.81
Sacramento Liquor Co.	42.57

Aldo's, Inc.	129.50
11th & L Building	75.00
Lim P. Lee, Postmaster	33.00
Kee Lox Manufacturing Co.	249.29
Miscellaneous	45.80

53,361.62

LIBRARY:

Bonanza Inn Book Store	253.35
Congressional Quarterly	288.77
Wall Street Journal	108.00
West Publishing Co.	414.68
Bancroft-Whitney	1,188.44
Commerce Clearing House	655.14
Prentice Hall, Inc.	293.00
Group Research, Inc.	200.00
Library of Congress	100.00
Wm. F. Schnitzler, Secretary-Treasurer, AFL-CIO	962.15
New York Times	37.00
Special Library Association	20.00
Congressional Digest	10.00
State Department of General Services	50.00
Fortune Magazine	28.00
Mathew Bender Co.	198.61
Bureau of Industrial Relations	225.00
Business Week	16.00
International Labor Press Association, AFL-CIO	25.00
East Bay Labor Journal	12.00
California Labor Press Association	25.00
Sacramento Bee	96.50
The Sacramento News Letter	70.80
Superintendent of Documents	100.00
N. Y. Ayer & Sons, Inc.	31.50
Western Shipbuilding Association	100.00
World Affairs Council of North America	25.00
The A. N. Marquis Co.	27.60
University of California	79.40
University of Michigan	125.00
California Reporter	36.00
Government Printing Office	100.00
Association of California Consumers	200.00
Miscellaneous	1,311.61
	7,413.55
Less, refund — Mathew Bender Co.	54.08

\$ 7,359.47

MAINTENANCE:

Addressing Machine Sales Co.	629.93
Addressograph-Multigraph Corporation	1,305.73
Burroughs Corporation	69.42
Bell's Office Machines	100.85
A. B. Dick Co.	46.55
Victor Comptometer Corp.	49.00
General Fireproofing Co.	42.50
Xerox Corporation	477.15
General Office Equipment Co.	291.49
Bell Typewriter Co.	202.50
Pitney-Bowes	579.01
3-M Business Products Sales	12.50
Simplex Time Recorder	49.00
Ward Harris, Inc.	138.00
International Business Machines Corporation	1,754.38

\$ 5,748.01

NEWSLETTERS:

Garrett Press	54,818.22
Addressing Machine Sales Co.	33.06

54,851.28

OFFICE RENTS:

Bonnie Brae—Olympic Building	5,400.00
Baldwin and Howell	54,579.73
11th & L Building	4,411.00

64,390.73

POSTAGE AND MAILING:

Postmaster	11,596.50
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PRINTING:

Garrett Press	10,557.88
Haluska and Wisler	395.62
James H. Barry Co.	62.40

11,015.90

RETIREMENT PLAN CONTRIBUTIONS:

Office and Professional Employees' Pension Trust Fund	5,779.28
Occidental Life Insurance Co.	300.00

6,079.28

SCHOLARSHIPS:**UNIVERSITY OF CALIFORNIA:**

Kate Adams	500.00
Woodruff Minor	500.00
Jacqueline Londhair	500.00
Gary Maeder	500.00
Merlyn Latham	500.00
David Tayce	500.00
Jeffery Berg	500.00
Martin Vanderlaan	500.00
Tony Klimberg	500.00
Robert Harding	500.00
John Clay	500.00
Melissa Boussy	500.00
James Nanninga	500.00

STANFORD UNIVERSITY:

Timothy Chang	500.00
Thomas Goodhue	500.00

HARVARD UNIVERSITY:

Reiner Kraakman	500.00
Joshua Smith	500.00
H. Thomas James	500.00

POMONA COLLEGE:

Frederick Nebeker	500.00
Ronald Piper	500.00

UNIVERSITY OF CHICAGO—Elaine Black

500.00

CALIFORNIA STATE COLLEGE—Susan Brown

500.00

GONZAGA UNIVERSITY—Ingrid Bruton

500.00

SAN JOSE STATE COLLEGE—Ronald Marengo

500.00

SACRAMENTO STATE COLLEGE—Patricia Pavone

500.00

COLLEGE OF THE SEQUOIAS—Irene Van Tassel

500.00

UNIVERSITY OF REDLANDS—Janice Honnaker

500.00

CLAREMONT MEN'S COLLEGE—Alan Smith

500.00

UNIVERSITY OF SANTA CLARA—Karen Roper

500.00

FRESNO STATE COLLEGE—Velma Lopez

500.00

CARLETON COLLEGE—Catherine Gorchels

500.00

YALE UNIVERSITY—Scott Simpson

500.00

RADCLIFFE COLLEGE—Claire Broome

500.00

SAN FRANCISCO STATE COLLEGE—Denise Heick

250.00

16,750.00

Less Refunds:

California State Council of Lathers	1,000.00
Federated Fire Fighters of California	1,000.00
Butchers Local 498	1,000.00
Butchers Local 120	500.00
Los Angeles Building and Construction Trades Council	1,000.00
Western Federation of Butchers	1,000.00
Studio Utility Employees Local 724	1,000.00
Los Angeles County District Council of Carpenters	1,000.00
California State Council of Retail Clerks	1,000.00
California Legislative Board of the Brotherhood of Railroad Trainmen	1,000.00
California State Council of Culinary Workers	1,000.00
Communications Workers of America	500.00
California State Council of Carpenters, Ladies Auxiliary..	1,000.00
California State Council of Carpenters	1,000.00
University of California — Jack Rady	97.20
Communications Workers No. 9415	500.00
Painters District Council No. 36, Los Angeles	500.00
	<u>14,097.20</u>

\$ 2,652.80

SERVICES:

National Linen Service	468.00
Alhambra Water Co.	237.88
Sierra Spring Water Co.	58.05
Galland Linen Service	75.20
Addressograph-Multigraph Corporation	18.66
Dorlene Telephone Answering Service	10.00

867.79

STATIONERY AND SUPPLIES:

Aldine Co.	168.58
Blake, Moffit and Towne	2,912.29
Garrett Press	6,330.47
The James H. Barry Co.	6,154.71
Morgan and Barclay Co., Inc.	2,407.82
International Business Machines Corporation	648.28
Xerox Corporation	2,081.88
Schwabacher-Frey Co.	11.39
Addressograph-Multigraph Corporation	993.09
Gaylord Bros., Inc.	50.72
Photo and Sound Co.	26.09
Lebeck's	61.22
California Association of Secondary School Administrators..	473.88
Sleeper Stamp and Stationery Co.	105.43
Wheeldex-Simpla Co.	32.08
Kee Lox Manufacturing Co.	713.96
Patrick and Co.	36.60
Heinrich Specialty Co.	375.20
Burroughs Corporation	22.83
A. B. Dick Co.	13.55
Wobber Brothers	14.05
Miscellaneous	45.70

\$ 23,679.82

TAXES:

California Department of Employment	4,043.34
Internal Revenue Service	14,623.04
Assessor, City and County of San Francisco	1,603.02
Assessor, City and County of Los Angeles	22.50

20,291.90

TELEPHONE AND TELEGRAPH:

Pacific Telephone and Telegraph Company	37,392.20
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Western Union Telegraph Company	4,837.86
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42,230.06

GENERAL EXPENSES:

Fairmont Hotel	202.04
Bekins Van and Storage	1,885.62
Benedetti's Flowers	330.62
The Herman Safe Company	2.40
M. J. B. Coffee	387.71
Transport Clearings	22.42
Stuart-Sauter Co.	151.00
Louis T. Snow Co.	104.70
Blake, Moffit and Towne	207.00
Wm. F. Schnitzler, Secretary-Treasurer, AFL-CIO	7,305.15
Burns Florists	119.05
George Brooke Photography	52.50
Garrett Press	1,473.92
Bi-Rite Restaurant Supply Co.	318.55
National Housing Conference	25.00
Los Angeles County Federation of Labor, AFL-CIO	166.25
Coffee Equipment Service	12.65
Zandt Carpet Co.	39.60
Larry Kenney Photography	348.92
Gratuities	1,055.00
Mont Blanc Liquors	134.67
Morning Glory Caterers	103.80
Bodie and Bodie	42.56
Jon Gilmore Flowers	252.63
Barry M. Meyers	100.00
Dave Williams	50.00
Golden Gate Scenic Steamship Lines, Inc.	39.60
Jack Bloom	80.50
Western Airlines	319.20
Dr. F. H. Breier	72.40
L. S. Russell	42.00
F. H. Schmidt	64.60
Hilton Inn	40.54
University of California Board of Regents	227.85
A. Gulegran	21.00
B. W. Becker	34.50
L. Satger	28.50
S. Engleman	261.00
M. Yost	51.00
D. Kotz	28.50
R. Parker	92.50
M. Schimbor	49.00
F. O. Sich	26.25
K. Orton	49.00
K. Clemens	33.25
V. Woods	31.50
L. F. Lee	47.00
D. Vial	40.00
A. Carstens	83.35
Durkee-Hess Co.	246.97
M. Axelrod	36.54
Cornelius Printing Co.	353.12
Eldon Tatsch	36.40
Arcade First Aid Supply Co.	102.53
Sparkies	122.40
S.C.M. Corporation	187.20
Christmas gratuities	615.00
C. Fair	1,000.00
City and County of San Francisco	1,000.00
W. W. Gordon, Builder (Sacramento office)	1,005.00

C. Grandrau	\$ 420.78
Petty cash — miscellaneous purchases and expense	3,888.74
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	25,671.48
Less, refund — Fair, Clinton	1,000.00
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	\$ 24,671.48
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Total cash disbursements	\$1,093,529.75
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ROLL OF DELEGATES

**This is the completed roll of delegates to the
1968 convention of the California Labor Federation, AFL-CIO**

ALHAMBRA

Electrical Utility Wkrs.
No. 47 (500)
W. I. Coyner, 500

ARCADIA

Horseshoers No. 12 (18)
Wallace S. Rohrer, 18

ARCATA

Lumber & Sawmill Wkrs.
No. 2808 (337)
Otha O. Ray, 337
Plywood & Veneer Wkrs.
No. 2789 (295)
Leonard Cahill, 295

AUBURN

Communications Wkrs. No. 9431
(136)
D. C. Michaelis, 68
L. E. Parker, 68

AVALON

Painters No. 1226 (40)
Walt Zagajeski, 40

BAKERSFIELD

Bldg. & Const. Trades
Council (2)
H. D. Lackey, 1
Ted Edwards, 1
Butchers No. 193 (500)
Harold Hodson, 250
Charles Hohlbein, 250
Central Labor Council (2)
Ivan Beavan, 1
Paul J. Jones, 1
Communications Wkrs.
No. 9416 (316)
E. W. Morris, 158
C. L. Henry, 158
Electrical Wkrs. No. 428 (416)
Ivan Beavan, 416
Fire Fighters No. 1274 (27)
Paul J. Jones, 27
Hod Carriers & Com.
Laborers No. 220 (869)
Arthur B. Blinks, 290
Benjamin T. James, 290
Alvin J. McClellan, 289
Hotel & Restaurant Emps.
No. 550 (1000)
Vincent S. La Vio, 334
Mary Cecchini, 333
Bill Chester, 333
Plumbers & Steamfitters
No. 460 (152)
Bob Carter, 152
Retail Clerks No. 137 (700)
Mel Rubin, 350
Jack Scoles, 350

BALDWIN PARK

Railroad Trainmen No. 385 (528)
A. B. Bogartz, 528
Railroad Trainmen No. 390 (578)
K. R. Burns, 578

BARSTOW

Machinists No. 706 (319)
Louis W. Jackson, 319
Railway Emps. Federation
No. 120 (2)
Louis W. Jackson, 1

BELL

Steelworkers No. 2018 (2000)
Charles Harding, 1000
Arthur Mullett, 1000
Steelworkers No. 3941 (55)
G. J. Conway, 55

BERKELEY

Clerical, Tech. & Prof. Emps.,
U.C. No. 1695 (111)
Norman Amundson, 111
Fire Fighters No. 1227 (168)
John L. Bauer, 168

BURBANK

Fire Fighters No. 778 (106)
Glyn E. Lister, 106
Railroad Trainmen No. 367 (114)
J. B. Howe, 114

BUELLINGAME

Butchers No. 516 (872)
Edwin F. Michelsen, 872

CHICO

M.P. Projectionists No. 501 (7)
Virginia Davis, 7
Plumbers & Steamfitters
No. 607 (170)
James R. Ryan, 85
Grant Haglund, 85
Retail Clerks No. 17 (167)
Leonard A. Loyd, 167

CITY OF COMMERCE

Glass Bottle Blowers
No. 224 (150)
Keith L. Peaster, 75
Bob Broomfield, 75

CORONA

Glass Bottle Blowers
No. 192 (168)
John B. Guzzi, 84
William M. Sanderlin, 84

COSTA MESA

Fire Fighters No. 1465 (39)
Kenneth C. Baker, 39

CROCKETT

Sugar Wkrs. No. 1 (1074)
Thomas L. Meyer, 1074

DALY CITY

Municipal Employees
No. 919 (65)
Frank Gillis, 65
No. Pen. School Dist.
Emps. No. 377 (120)
Tom Jones, 120

DAVENPORT

Cement, Lime & Gypsum
Wkrs. No. 46 (200)
George L. Harrison, 200

DUNSMUIR

Railroad Trainmen No. 458 (153)
K. R. Burns, 153

EL CAJON

Carpenters & Joiners
No. 2398 (494)
Jim Clark, 247
Lester Freymiller, 247

EL CENTRO

Const. & Gen. Laborers
No. 1119 (228)
Cyril A. Gardner, 228

EL MONTE

Carpenters & Joiners
No. 1507 (1838)
Chas A. Ward, 460
Wm. A. Bennett, 460
Stanley Kasianovitz, 459
Ruben Hopkins, 459

Hod Carriers No. 1082 (1360)

Joe Luna, 340
Louis Bravo, 340
Jimmy Montgomery, 340
Isidro Rocha, 340
Locomotive Firemen & En-
ginemen No. 946 (61)
H. A. Bliss, 31
C. D. Springer, 30
Painters No. 254 (521)
Paul Gardner, 261
Steve Spolar, 260

EL SEGUNDO

Air Transport Wkrs.
No. 502 (400)
George M. Garland, 400

EMERYVILLE

Steelworkers No. 1304 (913)
Frank White, 457
Lloyd Ferber, 456

EUREKA

Butchers No. 516-Unit 2 (149)
Edwin F. Michelsen, 149
Central Labor Council,
Humboldt Co. (2)
Albin J. Gruhn, 1
Geo. O. Faville, 1
Hod Carriers & Common
Laborers No. 131 (565)
Albin J. Gruhn, 565
Hospital & Institutional Wkrs.
No. 327 (90)
Clarence Purnell, 90
Lumber & Sawmill Wkrs.
No. 2592 (515)
Alfred L. Lasley, 258
B. C. Broom, 257
Lumber & Sawmill Wkrs.
No. 3019 (330)
Carrol R. Roland, 165
Roy W. Clement, 165
Lumber & Sawmill Wkrs.
Redwood Dist. Council (2)
Leonard Cahill, 1
Plywood & Veneer Wkrs.
No. 2931 (203)
Noel E. Harris, 203

FAIRFIELD

Communications Wkrs.
No. 9423 (256)
Robert E. Burns, 256

FRESNO

Bakers No. 43 (448)
Harold J. Guyette, 448
Butchers No. 128 (1199)
James R. Whiting, 600
Clinton Vogel, 599
Carpenters Sequoia Dist.
Council (2)
Larry W. Null, 1
Central Labor Council (2)
Bill O'Rear, 1
Classified School Emps.
No. 562 (31)
Bill O'Rear, 31
Culinary, Bartenders & Hotel
Serv. Emps. No. 62 (954)
Leo Vuchinich, 318
Harry Sudjian, 318
Jack Alexander, 318
Fire Fighters No. 753 (249)
Kenneth Larson, 249
Fire Fighters, Fresno Co.
No. 1180 (26)
Fred Stiff, 26
Fire Fighters, State Forestry
No. 1338 (19)
Kenneth C. Baker, 19

Hod Carriers & Com. Laborers
No. 294 (880)
Jesse Bernard, 294
Chester Mucker, 298
Oscar Lacy, 298

Motor Coach Operators
No. 1027 (53)
C. R. Haner, 53

Plasterers & Cement Masons
No. 188 (182)
M. W. Pringle, 182

Railroad Trainmen No. 871 (155)
A. D. Reilly, 155

Retail Food, Drug & Liquor Clerks No. 1288 (1300)
George Kislring, 1300

Sheet Metal Wkrs. No. 252 (182)
Howard Jones, 182

Typographical No. 144 (200)
Robert M. Perkins, 200

GARDENA

Railroad Trainmen No. 78 (305)
A. B. Bogartz, 305

GLENDALE

Brick & Clay Wkrs. No. 820 (203)
James H. Cruz, 203

Painters No. 713 (461)
Robert M. Esch, 231
Willard L. Sward, 230

GRASS VALLEY

Bartenders & Culinary Alliance
No. 368 (660)
Gene Gardiner, 330
Donna Moore, 330

HAWTHORNE

Stove Mounters No. 123-B (205)
A. G. Mendoza, 103
Richard Bacher, 102

HAYWARD

Communications Wkrs.
No. 9412 (551)
James B. Gordon, Jr., 276
Dan Silva, 275

Culinary Wkrs. & Bartenders
No. 823 (2785)
Leroy V. Woods, 557
Joseph Medeiros, 557
Wesley Drake, 557
Robert Ottosen, 557
Dan M. Silva, 557

Glass Bottle Blowers
No. 53 (242)
Joseph A. Scallise, 121
Laurence B. Green, 121

Glass Bottle Blowers
No. 83 (47)
John J. Moreno, 24
Bertha Lee Dyess, 28

M. P. Set Painters No. 729 (265)
Ralph W. Peckham, 133
Paul H. Fisher, 132

HOLLYWOOD

Actor Equity Assoc. (311)
Edward Weston, 156
Francis Barnes, 155

AFL Film Council (2)
George J. Flaherty, 1

A.F.T.R.A. (300)
Claude L. McCue, 150
Joe Yocam, 150

American Guild of Musical Artists (200)
Francis Barnes, 200

Broadcast, Television & Recording Engineers No. 45 (400)
H. Pearce, 200
Andrew J. Draghi, 200

Bldg. Service Empls.
No. 278 (423)
John A. Buchanan, 423

Film Technicians No. 683 (2500)
Donald P. Haggerty, 2500

Machinists No. 1185 (150)
Richard E. Harden, 150

M.P. Art Directors
No. 876 (150)
Richard F. Mahn, 75
Leo E. Kuter, 75

M.P. Costumers No. 705 (260)
William K. Howard, 130
Ted Ellsworth, 130

M.P. Crafts Service No. 727 (150)
Albert K. Erickson, 150

M.P. Photographers
No. 659 (300)
Herbert Aller, 150
Doyle Nave, 150

M.P. Screen Cartoonists
No. 839 (762)
Lawrence L. Kilty, 762

M.P. Sound Technicians
No. 695 (300)
Thomas A. Carman, 300

M.P. Studio Projectionists
No. 165 (329)
Leo S. Moore, 165
Emmett L. Welch, 164

Office Employees No. 174 (820)
Max J. Krug, 820

Property Craftsmen
No. 44 (2000)
Milton W. Olsen, 400
Edwin H. LeRoy, 400
Josef Bernay, 400
Allan R. Hill, 400
Kressent Rhoads, 400

Publicists Assoc. No. 818 (364)
Lloyd Ritchie, 182
Claire Davis, 182

Screen Actors Guild, Inc. (5000)
Charleton Heston, 715
Gilbert Perkins, 715
Walter Pidgeon, 714
George Chandler, 714
John L. Dales, 714
Chester L. Migden, 714
E. T. Buck Harris, 714

Screen Extras Guild (3000)
H. O'Neill Shanks, 1500
Richard Cherney, 1500

Script Supervisors No. 871 (123)
Thelma Pruett, 123

Studio Electricians No. 40 (200)
Marvin R. Hand, 100
George A. Mulkey, 100

Studio Grips No. 80 (600)
Scott Miller, 300
Vern White, 300

Studio Utility Empls.
No. 724 (950)
Cole B. Butterfield, 317
Frank W. Regula, 317
Norval D. Jarrard, 316

HUNTINGTON BEACH

Communications Wkrs. No. 9582 (295)
John Kulstad, 148
T. E. Monkres, 147

HUNTINGTON PARK

Butchers No. 563 (2831)
Arthur Eaton, 944
David Santana, 944
Wilford Vincent, 943

Glass Bottle Blowers
No. 114 (296)
Bonnie L. Silveira, 148
Nalline B. Mayer, 148

Glass Bottle Blowers
No. 137 (1528)
Wyatt R. Lazenby, 306
Michael Golovich, 305
Vernon Gray, 305
L. Ruth Smith, 305
W. C. Rogers, 305

LAKEWOOD

Laborers No. 507 (1721)
Ralph C. Conzelman, 574
Donald E. Graves, 574
Lloyd T. McGinnis, 573

LAWNDALE

Glass Bottle Blowers
No. 19 (306)
Hazel Glades, 306

LONG BEACH

Bartenders No. 686 (1018)
James A. Hamilton, 509
Michael R. Callahan, 509

Bldg. & Const. Trades Council (2)
James H. Blackburn, 1

Culinary Alliance No. 681 (5629)
David L. Schultz, 563
James T. Stevens, 563
C. R. Van Hooser, 563
Marjorie Antrim, 563
Millard Hill, 563
Lee Robbins, 563
E. P. Jarrett, 563
Melva Kennard Harmon, 563
Dale Bradford, 563
Ernest Geoffroy, 562

Culinary Wkrs., Bartenders & Hotel Svc. Empls.
State Council (2)
John W. Meritt, 1
Loretta Riley, 1

Culinary Wkrs., Bartenders & Hotel Serv. Wkrs. Jt.
Ex. Bd. (2)
Thos. L. Pitts, 1

Fire Fighters No. 372 (413)
Robert Q. Thielman, 413

Oil, Chemical & Atomic Wkrs. No. 128 (6136)
E. C. Vaughan, 856
Al Chandler, 856
Ed Duffy, 856
Frank Bell, 856
Bill Braughton, 856
Pat Howard, 856

Painters No. 256 (652)
W. C. Farley, 218
Omer Rivard, 217
Ernest B. Webb, 217

Railroad Trainmen
No. 739 (132)
A. D. Reilly, 132

Retail Clerks No. 324 (4025)
Arthur Z. Berland, 2013
Robert A. Giffin, 2012

Roofers No. 72 (126)
Joe Guagliardo, 126

Sheet Metal Wkrs. No. 420 (550)
Russell G. Peterson, 550

LOS ANGELES

Advertising & Public Relations Empls. No. 513 (25)
Thelma T. Mahoney, 13
Raoul J. Mercier, 12

Allied Printing Trades Council (2)
George E. Smith, 1
Robert B. White, 1

Allied Printing Trades Council
So. Calif. Conf. (2)
John P. Yost, 1

Amer. Guild of Variety Artists (300)
Irvin P. Mazzei, 300

Barbers No. 1000 (1293)
Q. H. Carter, 647
Alvin L. Holt, 646

Bartenders No. 284 (1731)
Herman Leavitt, 866
Clarence Bailey, 865

Bill Posters No. 32 (104)
Curt Hyans, 104

Boilermakers No. 92 (800)
F. A. Lombardy, 800

- Bookbinders & Bindery
Women No. 63 (600)
George E. Smith, 300
Gino C. Petrella, 300
- Bldg. & Const. Trades
Council (2)
J. A. Cinquemani, 1
Clyde D. Ringwood, 1
- Cabinet Makers & Millmen
No. 721 (2524)
Anthony J. Bogdanowicz, 631
Sebastian Metzler, 631
Joseph Pinto, 631
George Seno, 631
- Carpenters No. 929 (671)
T. E. Stanford, 671
- Carpenters Dist. Council,
L.A. Co. (2)
G. A. McCulloch, 1
Harry Dawson, 1
- City Empls. No. 347 (153)
Walter Backstrom, 153
- Cleaners, Dyers, Pressers & Allied
Trades No. 268 (400)
Ruth Miller, 400
- Cloak Makers No. 58 (354)
Liza Missakian, 354
- Clothing Wks. No. 81 (150)
Claude Cox, 150
- Clothing Wks. No. 278 (1300)
Tony Fama, 434
Leo Bertuccio, 433
Sal Ceballos, 433
- Clothing Wks. No. 408 (550)
Helen Gomes, 550
- Clothing Wks. So. Calif. Jt. Bd.
(2)
Ruth Miller, 1
- Clothing Wks. No. 55d (187)
Claude Cox, 94
Virginia Hoffman, 93
- Communications Wks.
No. 9502 (623)
James J. Stanford, 312
Joseph LaBlanc, 311
- Communications Wks. So.
Calif. Council (2)
Larry J. Beall, 1
Russell J. Hillstead, 1
- Cooks No. 468 (2500)
Samuel Altovilla, 417
Anneliese Dagner, 417
John Massar, 417
Augustine A. Garcia, 417
Paul E. Greenwood, 416
Frank Osalvo, 416
- Council of Federated
Municipal Craft (2)
Norman Mead, 1
L. A. Parker, 1
- Culinary Wks. Jt. Exec. Bd. (2)
Robert Giesick, 1
- Designers' Guild of Ladies
Apparel No. 452 (40)
Isador Stenzor, 40
- Electrical Wks. No. B-18 (600)
George W. Smith, 300
F. D. Spotsville, 300
- Electrical Wks. No. 11 (5000)
C. W. Walker, 834
John Lawson, 834
Howard Jones, 833
E. A. (Mickey) Huss, 833
Leroy Devereaux, 833
Richard E. Moody, 833
- Electrical Wks. No. 1710 (580)
Mike M. Morales, 290
Nathan Karp, 290
- Electrical Wks. State Assn. (2)
Harold Jaeger, 1
- Elevator Constructors No. 18 (168)
Joseph E. Hendon, 168
- Fire Fighters No. 748 (927)
William V. Wheatley, 464
Donald A. Wallace, 463
- Fire Fighters, L.A. Co. No. 1014
(1384)
A. Paul Desautels, 462
Scott Franklin, 461
Charles E. Wiest, 461
- Garment Wks. No. 125 (255)
Ethel Flta, 128
Betty Feeney, 127
- Glass Bottle Blowers
No. 29 (321)
Darrell L. Cochran, 161
L. Konoir, 160
- Hod Carriers No. 300 (10,000)
Sam Baquera, 1000
Lee Barker, 1000
Felix Espinoza, 1000
Frank M. Garcia, 1000
George Lawrence, 1000
Allen D. Rush, 1000
Mike Ortega, 1000
Ray Pasillas, 1000
Ray Randolph, 1000
Edwin McKinney, 1000
- Hotel Service Empls.
No. 765 (400)
John A. Casey, 200
Harry A. Weisman, 200
- Housing Authority No. 143 (44)
Vernon Randall, 44
- Insurance Wks. No. 83 (1026)
Andy Sawchuk, 513
Lew Fink, 513
- Laborers, So. Calif. Dist.
Council (2)
Ray M. Wilson, 1
Joe Luna, 1
- Ladies Garment & Access.
Wks. No. 482 (400)
Soledad Ramirez, 400
- Ladies Garment & Under-
garment Wks. No. 496 (100)
Samuel Otto, 100
- Ladies Garment Wks.
No. 55 (704)
Stanley Sugar, 352
Susan Adams, 352
- Ladies Garment Wks.
No. 84 (244)
Joe Spedale, 244
- Ladies Garment Wks.
No. 96 (267)
Estella Cota, 267
- Ladies Garment Wks.
No. 97 (166)
Joe Barrenechea, 166
- Ladies Garment Wks.
No. 451 (150)
Sam Schwartz, 150
- Ladies Garment Wks.
No. 483 (109)
Edith Capalto, 109
- Ladies Garment Wks.
No. 497 (437)
Jennie Spallino, 437
- Ladies Garment Wks.
No. 512 (87)
Versey Underwood, 44
Max Mont, 43
- Leather-Luggage Wks.
No. 213-L (500)
Max Roth, 500
- Lithographers & Photo-
engravers No. 262 (1202)
Peter J. Remmel, 1202
- L.A. Co. Empls. No. 434 (1562)
(1562)
Elinor Glenn, 1562
- L.A. Co. Fed. of Labor (2)
Sigmund Arywitz, 1
Irvin P. Mazzel, 1
- Mallers No. 9 (400)
Wm. Bassett, 400
- Meat Cutters No. 421 (2500)
Harold Benninger, 834
William Mona, 833
Gerald McTeague, 833
- Metal Trades Council,
So. Cal. (2)
Wm. H. Lassley, 1
- Millwrights No. 1607 (601)
Leland L. Goss, 601
- Misc. Restaurant Empls.
No. 440 (2743)
Merlin (Jack) Woods, 1372
Fred C. Felix, 1371
- M.P. Projectionists No. 150 (629)
Arthur C. McLaughlin, 315
Frank McBryde, 314
- M.P. Studio Cinetechnicians
No. 789 (617)
Jules Weisberg, 309
Paul E. O'Bryant, 308
- Musicians No. 47 (2000)
John V. Tranchitella, 2000
- Newspaper Pressmen
No. 18 (600)
James A. Collins, 300
Charles P. Edwards, 300
- Office Empls. No. 30 (1696)
Cynthia McCaughan, 424
Margaret Remmel, 424
Gwen White, 424
Barbara Nardella, 424
- Offset Wks. Printing Press-
men & Assts. No. 78 (550)
William Perkins, 275
Samuel Scalero, 275
- Operating Engineers
No. 12 (10,200)
Joseph Seymour, 1020
Pat O'Malley, 1020
Joe Wade, 1020
Wm. S. Begley, 1020
Glenn Vawter, 1020
Dale Vawter, 1020
Eddie Cole, 1020
Clyde Wilson, 1020
Harold Edwards, 1020
Bob Christensen, 1020
- Packinhouse Wks.
No. 200 (286)
Bud Simonson, 143
Pete Villa, 143
- Painters No. 1348 (424)
Dave Fishman, 212
Walt Zagajeski, 212
- Painters Dist. Council No. 36 (2)
Walt Zagajeski, 1
- Parl-Mutual Empls.
No. 280 (400)
Wayne W. Stallard, 200
William Spiering, 200
- Pipes Trades So. Calif. Dist.
Council No. 16 (2)
E. E. Schell, 1
L. N. Burdett, 1
- Printing Spec. & Paper
Products No. 388 (958)
Howard Bowen, 958
- Printing Spec. & Paper Prod-
ucts So. Calif. Dist.
Council No. 2 (2)
Howard Bowen, 1
- Provision House Wks.
No. 274 (3591)
Robert Cook, 599
Jim P. Zaharis, 599
Robert F. Stevens, 599
Jesus Murillo, 598
Alvin A. Rubin, 598
Don C. Holeman, 598
- Public Service Carpenters
No. 2231 (175)
Norman A. Mead, 175
- Railroad Trainmen No. 912 (324)
A. B. Bogartz, 324
- Railway & Steamship
Clerks No. 2114 (60)
G. E. Lozar, 60
- Rubber Wks. No. 44 (936)
Herbert Gray, 936

Service & Maintenance Empls.
No. 399 (1000)
George Hardy, 1000

Sheet Metal Wkrs.
No. 108 (3996)
Clyde Ringwood, 571
Curtis Neidig, 571
W. N. Marks, 571
Virgil Fox, 571
Jess Frederick, 571
John O'Connor, 570
George Keller, 570

Sign, Scene, Pictorial
Painters No. 831 (96)
Walt Zagajeski, 96

Social Wkrs. No. 535 (835)
Coleman Blease, 279
Dori M. Bruns, 278
Louis Grey, 278

Sportswear & Cotton Garment
Wkrs. No. 266 (800)
John Parker, 800

Sprinkler Fitters No. 709 (350)
Jack T. Lyons, 175
Lauren E. Dunning, 175

Stage Empls. No. 33 (275)
George Hekkers, 275

Stat'y Operating Engineers
No. 501 (850)
R. H. Fox, Jr., 284
Evan F. Dillon, 283
Coy T. Black, 283

Theatrical Press Agents &
Managers No. 18082 (40)
Emil Bondeson, 20
Hanns Kolmar, 20

Transit Union No. 1277 (947)
Homer Porcher, 474
Harold Sweeney, 473

Typographical No. 174 (1449)
Henry Clemens, 362
C. R. Powers, 363
Adolph Casper, 362
Sieg Grohse, 362

Typographical Conf., So.
Calif. (2)

Hobart M. Hall, 1
Rayford Butler, 1
Union Label Council (2)
C. B. Hughes, 1

Waiters No. 17 (3000)
Andrew Allan, 500
Edmund Anthony, 500
Mike Perez, 500
Sid Shulte, 500
Robert Taylor, 500
Jack Trystman, 500

Waitresses No. 639 (4609)
Loralee Gabel, 2306
Ruth Compagnon, 2304

Wholesale Wine & Liquor
Salesmen No. 187 (92)
Joseph G. Gray, 48
Al. C. Wolfe, 48

MADERA

Fire Fighters No. 1466 (7)
Samuel L. Golden, 7

MARTINEZ

Bldg. & Const. Trades Council,
Contra Costa (2)
Howard Reed, 1

Central Labor Council,
Contra Costa Co. (2)
Tony Cannata, 1
Art Carter, 1

Construction Laborers
No. 324 (2487)
Mance Thomas, 622
Melvin Scott, 622
Lonnie Ingram, 622
Cleophas T. Brown, 621

Contra Costa Co. Empls.
No. 1675 (688)
Henry L. Clarke, 688

Electrical Wkrs. No. 302 (760)
S. R. (Jack) McCann, 380
D. G. Chapman, 380
Painters No. 741 (150)
W. B. McFarland, 150
Retail Clerks No. 1179 (1000)
Wm. C. Roddick, 334
D. Bill Henderson, 333
Jack Luther, 333

MERCED

Fire Fighters No. 1479 (40)
Mike Anthony, 40

McCLOUD

Woodworkers No. 3-64 (628)
James Mason, 628

MENLO PARK

Utility Wkrs. No. 160-C (90)
Edward T. Shedlock, 90

MODESTO

Central Labor Council,
Stanislaus Co. (2)
Frank Russo, 1
Paul McCoy, 1

Glass Bottle Blowers
No. 17 (200)
Jack Bergamo, 100
Paul McCoy, 100

Hod Carriers, Bldg. & Const.
Laborers No. 1130 (437)
James R. Milford, 219
Frank J. Russo, 218

Plasterers & Cement Masons
No. 429 (150)
C. Al Green, 150

Plumbers & Steamfitters
No. 437 (200)
R. L. Cloward, 200

MONTEREY

Bldg. & Const. Trades
Council (2)
Paul Richards, 1
Wayne Pierce, 1

Carpenters & Joiners
No. 1323 (553)
Paul Richards, 553

Central Labor Council,
Monterey Co. (2)
Leo E. Thiltgen, 1
John F. Mattos, 1

Hod Carriers & Com. Laborers
No. 690 (381)
Hansel Johnson, 191
Kenneth B. Holt, 190

MOUNTAIN VIEW

Carpenters & Joiners No. 1280
(1212)
Leigh Keeline, 606
Gunter Just, 606

Hardwood Floor Layers
No. 1861 (253)
Rudolph W. Wade, 253

NAPA

Bartenders & Culinary Wkrs.
No. 753 (540)
Ernest E. Collicutt, 540

Hod Carriers & Gen.
Laborers No. 371 (402)
Jessie O. Payne, 201
Edward Driscoll, 201

NEEDLES

Railroad Trainmen
No. 490 (227)
J. E. Howe, 227

NILES

Steelworkers No. 3367 (500)
Joseph Angelo, 500

OAKLAND

Auto, Marine & Specialty
Painters No. 1176 (575)
Leslie K. Moore, 288
William Fernandez, 287

Automotive Machinists
No. 1546 (5733)
M. F. Damas, 956
DeWayne Williams, 956
C. L. McMonagle, 956
Nick Antone, 955
Manuel E. Francis, 955
W. P. Sweno, 955

Automotive Machinists No.
Calif. Council (2)
Fred L. Martin, 1
DeWayne Williams, 1

Barbers No. 134 (500)
Jack M. Reed, 500

Bartenders No. 52 (1168)
Steven J. Revilak, 292
James F. Murphy, 292
Joseph J. Canale, 292
John F. Quinn, 292

Boilermakers No. 10 (400)
William G. Cummings, 200
C. W. Huddleston, 200

Bldg. & Const. Trades
Council (2)
J. L. Childers, 1
Paul L. Jones, 1

Bldg. Service Empls.
No. 18 (2125)
Emil Du Beau, 709
Benjamin J. Tusi, 708
Victor C. Brandt, 708

Butchers No. 120 (2250)
S. E. Thornton, 563
E. A. Coe, 563
Don Finnie, 562
Everett Davis, 562

Calif. Legis. & Co-Ord
Council (2)
Donald Loubitte, 1

Carpenters & Joiners
No. 36 (1623)
Gunnar Benonys, 325
W. Simms, 325
E. Anderson, 325
R. Greibel, 324
C. Dillon, 324

Central Labor Council (2)
Russell R. Crowell, 1
Richard K. Groulx, 1

Cement Masons No. 594 (362)
M. B. Dillashaw, 362

Chemical Wkrs. Dist.
Council No. 2 (2)
Albert Salus, 1
Frank M. Saragosa, 1

Cleaning & Dye House Wkrs.
No. 3009 (1226)
Russell R. Crowell, 409
Freddie Martin, 409
Mike Fernandez, 408

Clerks & Lumber Handlers
No. 939 (75)
M. Tompkins, 75

Communications Wkrs
No. 9415 (719)
John J. Santen, Jr., 240
James E. Cassidy, 240
Marinda P. Heininger, 239

Communications Wkrs.
No. 9490 (1500)
Don James, 500
James Booe, 500
T. E. Monkres, 500

Communications Wkrs. Bay
Area Council (2)
Dan B. McLeod, 1

Const. & Gen. Laborers
No. 304 (3000)
Howard Bostwick, 429
Jay R. Johnson, 429
Paul L. Jones, 429
Lester A. Smith, 429
Anthony C. Schiano, 428
C. C. Clark, 428
Emmett P. Jones, 428

Cooks No. 228 (1400)
P. L. Sander, 700
Jack Faber, 700

Culinary Wkrs. No. 31 (3206)
Elmo D. Rua, 535
Fran Childers, 535
Betty Borikas, 534
Elizabeth Tuley, 534
Jody Kerrigan, 534
Arthur Johnson, 534

Dining Car Cooks & Waiters
No. 456 (240)
T. W. Anderson, 120
Wm. E. Pollard, 120

Electrical Wkrs. No. 595 (1240)
Lester B. Bridge, 310
George W. Lockwood, 310
Al Real, 310
Thomas J. Sweeney, 310

Electrical Wkrs. No. 1245 (9000)
Ronald T. Weakley, 1800
Roland W. Fields, 1800
Leland Thomas, Jr., 1800
James M. Lydon, 1800
Mickey Harrington, 1800

Electronic-Plastic & Metal
Production No. 1518 (1042)
Clyde L. England, 1042

Fire Fighters No. 55 (750)
R. Michael Anthony, 250
Samuel L. Golden, 250
Vincent M. Riddle, 250

Gardeners, Florists & Nursery-
men No. 1206 (95)
Wm. H. Norman, 48
Irving J. Darling, 47

Glass Bottle Blowers
No. 2 (100)
James L. Crandall, 100

Glass Bottle Blowers
No. 141 (600)
Walter Wonder, 300
Willie Williams, 300

Glass Bottle Blowers
No. 142 (89)
James L. Crandall, 89

Glass Bottle Blowers
No. 155 (312)
I. L. Long, 156
Don Koishor, 156

Hod Carriers No. 186 (420)
Abel Silva, 210
Luther Goree, 210

Lathers No. 88 (170)
William Ward, 170

Laundry Wkrs. No. 2 (1109)
Robert Luster, 278
Millie Rogers, 277
Iva Bates, 277
James Wargo, 277

Machinists No. 284 (2030)
Laurence B. Taylor, 677
Kenneth J. Gibbons, 677
Arthur B. Briggs, 676

Machinists Dist. Lodge
No. 115 (2)
William Stadnisky, 1

M.P. Operators No. 169 (89)
William E. Rose, 89

Office Empls. No. 29 (2500)
Leah Newberry, 2500

Paint Makers No. 1101 (511)
Carl Jaramillo, 256
Carl Lawler, 255

Plasterers No. 112 (92)
Melvin H. Roots, 92
Plumbers & Gas Fitters
No. 444 (900)
George A. Hess, 300
Hubert H. Ross, 300
Gerald L. Stacy, 300

Printing Pressmen No. 125 (493)
Jack McCormick, 493

Railroad Trainmen No. 71 (279)
O. O. Gilbert, 140
L. L. Varner, 139

Retail Clerks No. 870 (1200)
Robert S. Ash, 300
Charles F. Jones, 300
Russel L. Mathiesen, 300
George D. Read, 300

Roofers No. 81 (250)
William Phalanger, 125
C. Silveria, 125

Scrap Iron Wkrs. No. 1088 (216)
C. D. Parker, 108
C. W. Russell, 108

Sheet Metal Wkrs. No.
216, (500)
Robert M. Cooper, 250
T. R. Treadway, Jr. 250

Shipyard & Marine Shop
Laborers No. 886 (550)
O. K. Mitchell, 275
H. T. Lumsden, 275

Sleeping Car Porters (200)
C. L. Deliums, 200

Steamfitters No. 342 (1275)
Bobby Beeson, 319
Doyle Williams, 319
John W. Orr, 319
Vernon E. Turley, 318

Steelworkers No. 1798 (406)
A. Rodrigues, 203
Edward M. Soto, 203

Street Carmen No. 192 (1000)
L. F. Bone, 334
W. F. McClure, 333
W. L. Bailey, 333

Theatrical Janitors No. 121 (152)
Frank Louis Figone, 152

Theatrical Stage Empls.
No. 107 (39)
John F. Craig, 20
William Daul, 19

Typographical No. 36 (605)
T. F. Trautner, 303
Arthur Triggs, 302

Typographical No. Calif.
Conf. (2)
Arthur Triggs, 1
Don Abrams, 1

OROVILLE

Bartenders & Culinary Wkrs.
No. 654 (445)
Arlyne Bush, 223
Jane Lanning, 222

Central Labor Council,
Butte & Glenn Cos. (2)
Virginia L. Davis, 1

OXNARD

Carpenters No. 2042 (378)
Paul Meyers, 189
Floyd Harriger, 189

PALO ALTO

Communications Wkrs. No. 9409
(717)
Avelino Montes, 717

PASADENA

Hod Carriers & Com. Laborers
No. 439 (337)
Joseph Herbert, 169
S. J. Hibbler, 168

Hotel-Rest. Empls.
No. 531 (2390)
John J. Krosky, 2390

Meat Cutters No. 439 (2208)
Hugh I. Albright, 736
T. Loyd Berry, 736
Walter A. Karas, 736
Painters No. 92 (202)
Walt Zagajeski, 101
James Blackburn, 101

PITTSBURG

Culinary Wkrs. & Bartenders
No. 822 (832)
Vincent Licari, 832

Glass Bottle Blowers
No. 160 (239)
Carl Legler, 239

Plasterers & Cement Masons
No. 825 (182)
Kenneth E. Graedel, 182

Steelworkers No. 1440 (2141)
Floyd E. Miller, 1071
Anthony Cannata, 1070

Steelworkers No. 4534 (67)
Joseph Angelo, 67

POMONA

Glass Bottle Blowers
No. 34 (207)
Herbert J. Turner, 104
Clifford Valenciana, 103

Hod Carriers & Laborers
No. 806 (600)
Joe M. Leon, 300
Salvador Rangel, 300

Retail Clerks No. 1428 (1705)
John M. Sperry, 427
Frank G. Dollicker, 426
Ira Van Valkenburgh, 426
Albert Webb, 426

REDDING

Butchers No. 352 (426)
Walter Rahnn, 213
George V. Rivard, 213

Central Labor Council,
Five Counties (2)
Robert E. Koenig, 1
Maurice E. Finn, 1

Hod Carriers & Com.
Laborers No. 961 (667)
Ferrell Corbit, 667

Lumber & Sawmill Wkrs. No.
Calif. Dist. Council (2)
Marvin Adair, 1

Retail Clerks No. 1364 (776)
Robert E. Koenig, 259
Jack W. "Bill" Royce, 259
Robert M. O'Brien, 258

REDONDO BEACH

Carpenters No. 1478 (1003)
Clifford G. Bone, 502
Abraham T. Avoian, 501

Railroad Trainmen
No. 406 (615)
G. W. Ballard, 615

REDWOOD CITY

Peninsula Cities Lodge, So.
San Mateo No. 756 (6)
Frank Gillis, 6

State, Co. & Muni. Empls.
Council No. 57 (2)
Frank Gillis, 1

RESEDA

Carpenters & Joiners No. 844 (1333)
Robert N. Freeman, 667
W. D. Mitchell, 666

RICHMOND

Bartenders & Culinary Wkrs.
No. 595 (2105)

James E. Calvarese, 702
Walter P. Holler, 702
Katherine S. Ginsburg, 701

Boilermakers No. 513 (400)
Manuel Dias, 200
Ernest King, 200

Carpenters & Joiners
No. 642 (1032)
Sam W. Herrod, 1032
Machinists No. 824 (1500)
Walter T. Koop, 1500
M.P. Projectionists No. 560 (30)
Frank Doran, 30
Public Empls., Contra Costa
Co. No. 302 (500)
Herb Sherr, 500
Steelworkers No. 4113 (111)
William F. Stumpf, 111

RIVERA

Packhouse Wks.
No. 67 (411)
Kenneth H. Knutson, 206
Ozie Gibson, 205

RIVERSIDE

Central Labor Council (2)
B. W. Phillips, 1
Electrical Wks. No. 440 (288)
Kenneth L. Ford, 144
Wm. Creveling, 144
Hod Carriers & Com.
Laborers No. 1184 (525)
John L. Smith, 263
Charles Stockton, 262

ROSEVILLE

Carpenters No. 1147 (482)
Harvey S. Harless, 482

SACRAMENTO

Allied Printing Trades
Council (2)
Jean L. Paquier, 1
R. W. Proschold, 1
Automotive Lodge
No. 2182 (1263)
James D. Foskett, 634
Hugh C. Lucas, 634
Barbers No. 112 (203)
Olaf Karlstad, 203
Bartenders No. 600 (671)
Thomas Peterson, 336
Ray McCarthy, 335
Bookbinders No. 35 (155)
James R. Prewitt, 78
Joseph J. Seleniski, 77
Bldg. & Const. Trades
Council (2)
R. A. Caples, 1
Building Service Empls.
No. 23 (300)
Thomas P. Coleman, 150
John Van Dusen, 150
Butchers No. 498 (1954)
Roy Mack, 489
Charles Giles, 489
Mel Clyma, 488
Howard Barnes, 488

Calif. Federation of Teachers (2)
Raoul Teilhet, 1
Wm. D. Plosser, 1

Carpenters & Joiners
No. 586 (1599)
Jerome B. Furniss, 533
Howard F. McCormack, 533
Milford B. Bryant, 533

Carpenters Dist. Council (2)
L. N. Leslie, 1

Carpet, Linoleum & Soft Tile
Wks. No. 1237 (235)
W. Wesley Percy, 118
Clayton Smith, 117

Central Labor Council (2)
Joseph J. Seleniski, 1
James F. Alexander, 1

Communications Wks., Central
Area Council (2)
Robert Burns, 1

Communications Wks. No. 9421
(900)
Lee K. Tiner, 300
Donna Waite, 300
Elizabeth Enloe, 300

Const. & Gen. Laborers
No. 185 (3500)
John F. Petersen, 1167
Thomas S. Clarke, 1167
Audrain E. Weatherl, 1166

Cooks No. 683 (757)
Barney Jackson, 757

Electrical Wks. No. 340 (250)
Walter W. Bielawski, 125
Paul R. Tooker, 125

Fire Fighters No. 522 (407)
James W. Dasher, 204
Gerry E. Dysart, 203

Fire Fighters, Sacramento Co.,
No. 1412 (61)
Lloyd W. McKinney, 31
James E. Short, 30

Lathers No. 109 (100)
Robert H. Worthy, 100
Hod Carriers No. 262 (152)
James F. Florian, 76
George W. Peterson, 76

Iron Wks. No. 118 (700)
Victor E. Montgomery, 350
Lawrence E. Sparks, 350
Machinists No. 33 (219)
Lennis D. Tupper, 110
John W. Haught, 109

Misc. Culinary Empls. No. 398
(1064)
Jerry Dougherty, 266
Phillip D. Dulaney, 266

Simon W. "Bill" Jones, 266
Ellis E. "Ed" Vineyard, 266
M.P. Machine Operators
No. 252 (54)
Leslie E. McMillin, 27
Nickolas Luppino, 27

Musicians No. 12 (250)
Thomas P. Kenny, 125
Frank Giordano, 125

Painters No. 487 (583)
Lee Lopez, 292
J. B. Reed, 291

Plumbers & Steamfitters
No. 447 (300)
Wm. M. Francis, 300

Printing Pressmen No. 60 (125)
Richard W. Proschold, 63
Linval Rector, 62

Railroad Trainmen
No. 840 (206)
J. E. Howe, 206

Retail Clerks 588 (2000)
Ralph D. Williams, 400
Willie Drain, 400

Wallace Pierce, 400
Wynn C. Plank, 400
Frank Vespoli, 400

Sheet Metal Wks. No. 162 (541)
Donald L. Lahr, 271
Jack Bliss, 270

Stage Empls. No. 50 (39)
Edward D. Gallagher, 20
Nate Courvitch, 19

State Empls. No. 411 (192)
Bud Aronson, 96
Earl Sullaway, 96

Theatre Empls. No. B-66 (43)
Harry Finks, 22
Ronald Finks, 21

Typographical No. 46 (481)
Jean L. Paquier, 481

Waiters & Waitresses
No. 561 (1278)
Lilas Jones, 639
Ethel Moran, 639

Wholesale Plumbing House
Empls. No. 447 (85)
J. T. Minear, 85

SALINAS

Carpenters & Joiners
No. 925 (581)
Wayne Pierce, 291
Russel Jeska, 290

Communications Wks.
No. 9425 (230)
Richard J. Davis, 230
Hod Carriers & Com. Laborers
No. 272 (207)
Fred Lopez, Jr., 104
John F. Mattos, 103
Retail Clerks No. 839 (568)
Carl N. Carr, 284
James R. Dobbs, 284

SAN BERNARDINO

Carpenters & Joiners
No. 944 (747)
Rosviell Brown, 747
Central Labor Council (2)
Robert J. Mitton, 1
County Empls. No. 122 (1111)
Ruby F. Wicker, 556
Robert J. Mitton, 555

Culinary Wks. & Bar-
tenders No. 535 (2307)
Vada Perrigo, 2307
Electrical Wks. No. 477 (550)
Phil Dowse, 550

Electrical Wks. No. 543 (200)
W. L. Vinson, 200

Hod Carriers & Laborers
No. 783 (455)
Ray M. Wilson, 228
Elmer J. Doran, 227

Locomotive Firemen & En-
gineemen No. 314 (55)
James L. Evans, 28
Andrew A. Sauer, 27

Railroad Trainmen
No. 278 (161)
G. W. Ballard, 161

Theatrical Stage Empls.
No. 614 (30)
Lester F. Harris, 30

SAN DIEGO

Bldg. & Const. Trades
Council (2)
Armon L. Henderson, 1

Bldg. Service Empls.
No. 102 (883)
James A. Hawes, 383

Butchers No. 229 (1800)
Max J. Osslo, 900
Carl A. Foote, 900

Cannery Wks. &
Fishermen (2000)
Carl C. Marino, 667
Jack Tarantino, 667

Antoinette Garcia, 666
Carpenters No. 1296 (1043)
George W. Benton, 1043

Carpenters Dist. Council (2)
Leslie Parker, 1
Charles H. Popejoy, 1

Central Labor Council,
San Diego Co. (2)
R. R. Richardson, 1
Robert L. Moeller, 1

Clothing Wks. No. 288 (300)
Jerome Posner, 300

Culinary Alliance & Hotel
Service Empls. No. 402 (2888)
Dudley Wright, 413
Esther Ryan, 413

M. C. Bray, 413
Eddie Clouette, 413
Joe LiMandri, 412

Loretta Proctor, 412
Joe Tinch, 412

Electrical Wks. No. 569 (1606)
Howard J. Volz, 803
C. Raymond Wright, 803

Federated Fire Fighters
of Calif. (2)
Kenneth D. Larson, 1
Glyn E. Lister, 1

Federated Fire Fighters, San
Diego Area No. F-33 (101)
Glyn E. Lister, 101

- Fire Fighters No. 145 (500)
 Jack A. Vaughan, 250
 William H. Gibb, 250
- Hod Carriers No. 89 (3125)
 E. Dene Armstrong, 391
 Samuel S. Brown, 391
 Jesse J. Baker, 391
 John P. Felix, 391
 Joseph Harris, 391
 Marcus Thompson, 390
 Phillip Usquiano, 390
 Santiago Vigil, 390
- Iron Wkrs. No. 627 (1336)
 K. R. Mallett, 334
 J. C. Massaro, 334
 C. A. Rocchio, 334
 Leroy Manseill, 334
- Machinists No. 2215 (1490)
 S. Lakes, Jr., 745
 A. H. Drown, 745
- M. P. Projectionists No. 297 (125)
 J. Raymond Krum, 125
- Newspaper Guild No. 95 (507)
 Omer M. Sumpter, 507
- Retail Clerks No. 1222 (4170)
 T. R. Foster, 4170
- Stereotypers No. 82 (41)
 John P. Yost, 41
- Waiters & Bartenders
 No. 500 (910)
 Gus Mureo, 910
- SAN FRANCISCO**
- A.F.T.R.A. (343)
 Donald S. Tayer, 172
 Charles Rossie, 171
- American Radio Assoc. (256)
 William R. Steinberg, 128
 Jay Darwin, 128
- Apartment, Motel, Hotel & Elevator Operators No. 14 (437)
 Philip J. Deredi, 219
 Sam E. Gordon, 218
- Automotive Machinists
 No. 1305 (2848)
 Fred L. Martin, 570
 Frank Souza, Jr., 570
 James Elliot, 570
 J. B. Martin, 569
 Ken G. Murray, 569
- Bakers No. 24 (1500)
 Herman Pelz, 750
 Perry Rose, 750
- Barbers & Beauticians
 No. 148 (1164)
 James A. Cramp, 1164
- Bartenders No. 41 (2917)
 Joseph Garcia, 973
 George Corey, 972
 Primo Ferrari, 972
- Boilermakers No. 6 (1000)
 E. P. Rainbow, 250
 H. L. Solomon, 250
 G. P. Campbell, 250
 C. C. Cox, 250
- Bldg. & Const. Trades
 Council (2)
 Daniel F. Del Carlo, 1
- Building & Const. Trades
 State Council (2)
 James S. Lee, 1
- Butchers No. 115 (3500)
 George Mesure, 584
 Clifford Dietrich, 584
 Alfred Lombardi, 583
 Ernest Cerelli, 583
 Ernest Couly, 583
 Dino Polizziani, 583
- Butchers No. 508 (1167)
 Bernard V. McCaffrey, 584
 Edwin J. Laboure, 583
- Calif. State Theatrical
 Federation (2)
 William P. Sutherland, 1
- Carpenters No. 483 (1115)
 Ray Scheffel, 558
 Al Figone, 557
- Carpenters Bay Counties
 Dist. Council (2)
 A. A. Figone, 1
- Carpenters State Council (2)
 John E. Lawrence, 1
- Cement Masons No. 580 (240)
 Robert T. Beam, 120
 Melvin H. Roots, 120
- Central Labor Council (2)
 George W. Johns, 1
 John F. Crowley, 1
- City & County Empls.
 No. 400 (1000)
 J. E. Jeffery, 1000
- Cleaning & Dye House
 Wkrs. No. 3010 (473)
 Henry M. Romiguere, 237
 Esther Findley, 236
- Cloakmakers No. 8 (575)
 Cornelius Wall, 575
- Clothing Wkrs. No. 42 (500)
 Sam Krips, 250
 Anne Draper, 250
- Clothing Wkrs. No. Calif.
 Jt. Bd. (2)
 Sam Krips, 1
 Anne Draper, 1
- Communications Wkrs.
 No. 9410 (1120)
 Harold Dugdale, 280
 W. J. Nelligan, 280
 Maya J. Malarin, 280
 S. H. Singer, 280
- Communications Wkrs.
 Dist. No. 9 (2)
 R. W. Hackler, 1
 E. J. Cruice, 1
- Const. & Gen. Laborers
 No. 261 (3267)
 George Ellis, 409
 Joe M. Vargas, 409
 George Evankovich, 409
 Abel Gonzales, 408
 James Sweeney, 408
 John P. McLaughlin, 408
 Thomas Green, 408
 Ernest Yoakum, 408
- Cooks No. 44 (3000)
 C. T. McDonough, 500
 Joseph Belardi, 500
 William Kilpatrick, 500
 James LaFrance, 500
 Gene Gerardo, 500
 James Bracisco, 500
- Culinary Wkrs., Bartenders
 Jt. Exec. Bd. (2)
 Joseph Belardi, 1
- Dental Technicians of No. Calif.
 No. 99 (75)
 Walter J. Carlsberg, 38
 James H. Trimble, 37
- Dressmakers No. 101 (958)
 Myrtle M. Banks, 958
- Electrical Wkrs. No. 6 (800)
 Franz E. Glen, 267
 William S. Rudder, 267
 John C. Scott, Jr., 266
- Elevator Constructors
 No. 8 (150)
 Hector E. Rueda, 150
- Fire Fighters No. 798 (1661)
 Leon D. Bruschera, 333
 Robert Callahan, 332
 Frank Minahan, 332
 John Slattery, 332
 H. G. Follett, 332
- Furniture Wkrs. No. 262 (813)
 Fred Stefan, 271
 Anthony Scardaci, 271
 Joseph Poni, 271
- Garment Cutters No. 45 (49)
 Andy Ahern, 25
 Joseph P. Iusi, 24
- Hospital & Inst. Wkrs.
 No. 250 (600)
 Timothy J. Twomey, 300
 Edward J. Collins, 300
- Hotel & Club Service Wkrs.
 No. 283 (3410)
 Bertha Metro, 488
 Glenn Chaplin, 487
 Phyllis Foley, 487
 Marie Stephens, 487
 Elizabeth Shaw, 487
 George Engelhardt, 487
 George Romios, 487
- Industrial Carpenters
 No. 2565 (321)
 Rose M. White, 161
 Wm. W. White, 160
- Inland Boatmen's Union
 of the Pacific (327)
 R. Vinceleone, 164
 J. Secombe, 163
- Insurance Wkrs. No. 73 (52)
 Joseph Gumina, 26
 John Bamberger, 26
- Iron Wkrs. Dist. Council (2)
 Juel D. Drake, 1
 Larry W. Wheeler, 1
- Laborers No. Calif. Dist.
 Council (2)
 Jay Johnson, 1
 Sal Minerva, 1
- Ladies Garment Cutters
 No. 213 (120)
 Larry Mirgon, 120
- Locomotive Firemen & Enginemen Grievance
 Commission (2)
 R. R. Robinson, 1
 J. P. Nazarov, 1
- Locomotive Firemen & Enginemen State Legis.
 Educ. Bd. (2)
 James L. Evans, 1
- Lumber & Sawmill Wkrs.
 State Council (2)
 Homer Sullivan, 1
 Leonard Cahill, 1
- Machinists No. 68 (3042)
 Stanley Jensen, 1521
 Merrill Cooper, 1521
- Machinists No. 1327 (2000)
 Chris Amadio, 1000
 Frank Meagher, 1000
- Mailers No. 18 (200)
 David Grundmann, 100
 K. D. Jones, 100
- Marine Cooks & Stewards (5000)
 Ed Turner, 500
 Frank Gomar, 500
 Don Rotan, 500
 Tom Nugent, 500
 Don Salvador, 500
 Jerry Posner, 500
 Brooks Powell, 500
 Frank Bracken, 500
 Roger Boschetti, 500
 Joe Goren, 500
- Marine Engineers Ben.
 Assn. Dist. 2 (37)
 Gus Guzelian, 19
 John P. Hay, 18
- Marine Eng. Ben. Assn.,
 Pacific Coast Dist. (1150)
 Stephen R. Franks, 1150
- Marine Firemen (2083)
 Wm. W. Jordan, 348
 Alex Jarrett, 347
 Harry Jorgensen, 347
 Robert L. Sherrill, 347
 John H. Fick, 347
 Richard Banigan, 347
- Masters, Mates & Pilots
 No. 90 (1200)
 Capt. Robert E. Durkin, 1200
- Metal Trades Bay Cities
 Council (2)
 Thomas A. Rotell, 1
 Joe Roberts, 1

Military Sea Transport (700)

Joseph J. Leal, 234
Roy A. Mercer, 233
Raleigh G. Minix, 233

Miscellaneous Empls.

No. 110 (2033)
A. T. Gabriel 509
Cornelia Johnson, 508
Frank H. Miller, 508
James W. Lee, 508

M.P. Machine Operators

No. 162 (131)
Henry Meyer, 66
W. Les Dotson, 65

Musicians No. 6 (1500)

Albert F. Arnold, 375
Gilbert R. Sciacqua, 375
William J. Catalano, 375
James E. Moore, 375

National Maritime Union of America (521)

Woodrow P. Nayer, 261
Jerome Simmer, 260

Newspaper Guild No. 52 (1250)

Fred D. Fletcher, 1250

Office & Prof. Empls.

No. 3 (600)
Anna M. Grace, 300
Phyllis Mitchell, 300

Operating Engineers

No. 3 (12,000)
Garth Patterson, 1200
Paul Edgecombe, 1200
Dale Marr, 1200
A. J. Hope, 1200
T. J. Stapleton, 1200
Don Kinchloe, 1200
Dave Rea, 1200
Jack Slade, 1200
Don Dillon, 1200
Joseph C. Ames, 1200

Operating Engineers State Conf. (2)

Wm. G. Dowd, 1
James J. Twombly, 1

Operating-Stat'y Eng.

No. 39 (1437)
John Hobson, 479
H. L. Merydith, 479
Roger Ekar, 479

Paint & Brush Makers

No. 1071 (335)
John R. Shoop, 168
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